



Queens Hall Community Village Hall

Equal Opportunities and Inclusion Statement

The Management Committee is committed to implementing the Equality Act 2010 and promoting equal opportunities when making decisions about activities, services and practice. We strive to provide an inclusive and diverse service to the local community in meeting the needs of local families.

We acknowledge that discrimination does exist in society (whether protected by law or not), and believe that this often prevents inclusion, potential and ability from being realised in young people and in others. The Committee will therefore challenge discrimination on the basis of:

- Race – Colour – Gender - Sexual orientation or identity - Ethnic or national origin
- Disability - Partnership status or home responsibility - HIV or AIDS status
- Age - Political or religious belief - Trade union activity - Socio-economic background
- Refugee or asylum seeker status

We realise that a genuine commitment to equal opportunities and inclusion must operate on all of the following levels:

- The Committee will endeavour to prevent unfavourable treatment, directly or indirectly, upon individuals or groups.
- The Committee will seek to prevent all discrimination and will strive to strengthen equal representation and inclusion in the service provided, the structures facilitated and the practice through which the work is carried out.
- The Committee recognises the importance in promoting equal opportunities, inclusion and diversity throughout all membership to the facility. Therefore the Committee will seek to widen its own membership to better represent the diverse composition of the voluntary sector and of the local community. We will call upon our members, partner organisations and Hall Users to actively address any issues within their own structures and groups and we will support them to do so.

Complaints

In order to ensure confidentiality, complaints should be forwarded to the Secretary of the Management Committee in writing. Any complaint received will be investigated by two members of the committee and discussed at the earliest committee meeting. The outcome will be notified to the complainant in writing.

Monitoring and Review

The Policy will be reviewed yearly by the Committee to ensure that no individuals or member of any group is disadvantaged, either directly or indirectly. This monitoring will apply to the practices of staff, visitors and volunteers, the member organisation, the composition of the Management Committee and the provision of services. It is the responsibility of every individual to eliminate discrimination and to ensure the practical application of this Policy.