



## **Equal Opportunities Policy**

The Management Committee<sup>1</sup> of Upper Rissington Village Hall<sup>2</sup> recognises its responsibilities under the Equality Act 2010.

The Committee recognises that everyone has a contribution to make to our society and a right to equal treatment. We aim to ensure that Committee Member, volunteer, organization or individual to whom we provide services, will be discriminated against by us on any unfair grounds whatsoever.

We aim to foster awareness of prejudices in all who work for and with the Committee, and we aim to encourage the removal of such prejudices.

We also aim to ensure that Committee Members and volunteers working with individuals and with groups for which the Committee provides services do not suffer discrimination, and where this occurs, the Committee will, itself, to taking positive action against such discrimination.

The Committee is committed to:

1. Addressing positively, opportunities for full participation within the Trust and its work
2. Adopting an effective system to monitor its practice with regard to ensuring equality of opportunity
3. Promoting good practice with regard to equality of opportunity for groups and individuals involved in the work of the Trust

In particular the Committee will:

1. Work to ensure that all its services are provided in a way which promotes awareness of the rights and needs of people from minority groups and enables all people to have access to those services
2. Work to ensure that the Volunteer Policy reflects a range of needs and interests which encompass people who may otherwise be disadvantaged.

The policy of the Committee is to ensure that no person receives less favourable consideration than others in the selection of Trustees and Committee Members, in the appointment of volunteers or in the award of contracts.

**David Oliver**  
Chairman of URVH Management Committee

January 2019

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<sup>1</sup> Hereinafter referred to as "the Committee"

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## **Equal Opportunities Arrangements**

### **Management Committee**

The Committee is responsible to

1. Implement and monitor this Equal Opportunities Policy
2. Ensure that all Volunteers clearly understand and practise the principles contained in this Policy
3. Not victimise anyone who has provided information about discrimination

It shall be the responsibility of the Committee Secretary to keep the Committee fully up to date with any developments or difficulties relating to the implementation of this Policy.

### **Volunteers and Users**

All Volunteers and users of services will:

1. Be required to co-operate with measures introduced by the Committee to ensure and promote equal opportunities
2. Neither practice any form of discrimination, nor use discriminatory language
3. Draw to the attention of the Committee any suspected acts of discrimination
4. Will not victimise anyone who has provided information about discrimination.

### **Recruitment and promotion**

The Committee will ensure equality of opportunity for all Volunteers; it will ensure that:

1. The Volunteer process is continually reviewed based on experience to ensure it is not open to discrimination
2. When seeking Volunteers the Committee will recognise the importance only of relevant experience or qualifications
3. Acceptance of the Committee's Equal Opportunities Policy is a condition of being a Volunteer

### **Service provision**

The Committee will take positive action to ensure its services to, and contacts with, other groups and individuals reflect this Equal Opportunities Policy. This will be effected by:

1. Consulting with groups and individuals with special requirements to identify how the Committee's services may be improved to meet their needs
2. Ensuring that all Committee Members are aware of, understand and operate this Equal Opportunities Policy.

### **Review**

The Committee will review the Equal Opportunities Policy and Arrangements at the Annual General Meeting of the Trust.