

Whitley Chapel Parish Hall

Equal Opportunities policy

1. Policy

Whitley Chapel Parish Hall Charitable Trust (WCPHCT) is firmly committed to equality of opportunity. The Policy applies to all matters relating to employment, volunteering and services affecting individuals and groups whether they are actual or potential employees, volunteers or users of the Hall

2. Statement in support of the Policy

WCPHCT Management Committee recognises that certain groups and individuals experience the negative effects of discrimination, which lead to unequal access to communal resources and services. This restricts the opportunities for people and groups to be involved in their communities.

WCPHCT Management Committee acknowledges the need to broaden the use of its facilities and service and is committed to converting the Equal Opportunities Policy into good practice.

To this end, it will oppose actively all forms of unlawful discrimination and will take positive steps to implement policies and practices which will counter direct and indirect discrimination on the grounds of race, gender, pregnancy or on maternity leave, sexuality, disability, age, ethnic origin, nationality, commitment to dependants, religion, marital status, class or employment status.

3. Context

The equal Opportunities Policy will provide the working framework which will guide practice. It is set within the legal context of the Equality Act 2010.

4. Implementation

- The WCPHCT Management Committee will not discriminate against employees, volunteers and service providers.
- The WCPHCT Management Committee will not discriminate against individual Hirers, users or groups when considering taking bookings to use Whitley Chapel Parish Hall or whilst they are using the facility.

- The WCPHCT Management Committee will work actively to make the premises fully accessible to not only the disabled, but to the elderly, young people, parents with pushchairs and suppliers making deliveries.
- The WCPHCT Management Committee will undertake to encourage activities that reflect the cultural needs of different groups.
- The development, implementation, monitoring and review of this Equal Opportunities Policy are an ongoing process designed to ensure good practice.
- Within resource constraints, the WCPHCT Management Committee will work towards improving the quality of life of all employees, volunteers, users and hirers of the facilities.

Amendments log;-

28th July 2018- 1st draft for limited circulation

18th September 2018:- Approved by Management Committee