

Taverham Village Hall Committee

Equal Opportunities Policy

Statement of Intent

Taverham Village Hall Committee is an organisation that works according to the principle of equal opportunities for all employees, volunteers and beneficiaries of its activities.

Taverham Village Hall Committee recognises that discrimination does sometimes take place in society, but is committed both to complying with the legislation that make it unlawful to discriminate on the grounds of sex, age, disability, ethnicity, caring responsibilities, sexuality, religion or social class and to implementing practices which recognise and develop the diversity of skills, experience and perspectives of the individuals who are involved with its work.

1. Taverham Village Hall Committee does not discriminate on grounds of sex, age, disability, ethnicity, caring responsibilities, sexuality, religion or social class against any prospective employee, volunteer or beneficiary of its activities.
2. Awareness of equal opportunities issues will be raised for all those involved in the work of Taverham Village Hall Committee through the distribution and explanation of this policy amongst all volunteers and beneficiaries.
3. The Chairperson and Management Committee, in consultation with trustees, volunteers and beneficiaries, keep under regular review the procedures intended to ensure non-discrimination, and make any necessary changes accordingly.
4. Every effort is made to involve a cross-section of the community as volunteers and to reach a diverse range of beneficiaries with our activities.
5. Working conditions allow for flexible arrangements for all volunteers.
6. In the event of a grievance arising, or the need to take action on grounds of discrimination or harassment, the management committee will review the continuing involvement in the work of Taverham Village Hall Committee of any person found to have contravened this policy.
7. Taverham Village Hall Committee is mindful of the special needs of those with impaired mobility, hearing or sight, those on low incomes, children and young people, and parents of babies and children, and encourages input from all who wish to make use of, or participate in, its initiatives and who have particular needs. Taverham Fayre makes every reasonable effort to meet access and other requirements without which some people would be excluded from benefiting from what it offers.