

## FRITWELL VILLAGE HALL CIO

### EQUAL OPPORTUNITIES POLICY V1.0 January 2022

Fritwell Village Hall CIO recognises that everyone has a contribution to make to our society and a right to equal treatment. Trustees aim to ensure that no job applicant, trustee, volunteer, organisation 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 Village Hall CIO, and we aim to encourage the removal of such prejudices.

We also aim to ensure that trustees, volunteers and staff working with individuals and with organisations for which Fritwell Village Hall CIO provides services do not suffer discrimination, and where this occurs, the Committee commits itself to taking positive action against such discrimination.

#### **Fritwell Village Hall CIO is committed to:**

- Addressing positively opportunities for full participation within the organisation
- Promoting good practice with regard to equality of opportunity for organisations and individuals involved in the work of the Fritwell Village Hall CIO.
- Work to ensure that all its services are provided in a way that promotes awareness of the rights and needs of people from minority groups and enables all people to have access to those services.
- Work to ensure that their management of the CIO reflects a range of needs and interests that encompass people who may otherwise be disadvantaged.

The policy of the Fritwell Village Hall CIO is to ensure that no person receives less favourable consideration than others in the selection and appointment of staff or in the recruitment of volunteers. Acceptance of the Committee's Equal Opportunities Policy is a condition of Committee Membership.

#### **Service Provision**

Fritwell Village Hall 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:

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

#### **Fritwell Village Hall Trustees will:**

- Be responsible for the implementation and monitoring of this Equal Opportunities Policy
- Ensure that all individuals with the Village Hall organisation, whether paid or unpaid, clearly understand and practise the principles contained in this Policy.

- Will not victimise anyone who has provided information about discrimination Volunteers/User's Responsibilities

**All volunteers of the Fritwell Village Hall CIO and users of its services will:**

- be required to co-operate with measurers introduced by the Committee to ensure and promote equal opportunities
- will neither practise any form of discrimination nor use discriminatory language
- will draw to the attention of the Committee any suspected acts of discrimination
- will not victimise anyone who has provided information about discrimination.

**Review**

The Equal Opportunities Policy will be reviewed in January of each year.

Fritwell Village Hall Committee March 2017

**Reviewed January 2022 Policy V 1.0**