

## **Llanbedr Hall Association**

### **Equal Opportunities Policy**

#### **Policy Statement**

Llanbedr Hall Association recognises that everyone has a contribution to make to our society and a right to equal treatment.

The COMMITTEE aims to ensure that, where applicable, no job applicant, committee member, volunteer, organisation or individual that uses the facilities, will be discriminated against by the COMMITTEE as a whole, or by individual members, or those acting on our behalf.

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

In particular the Llanbedr Hall Association will:

- 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
- work to ensure that all Village Hall Committee terms and conditions of employment and volunteering [where applicable] reflect a range of needs and interests which encompass people who may otherwise be disadvantaged.

The policy of the Llanbedr Hall Association Committee 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.

#### **Service provision**

The Llanbedr Hall Association 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 affected by:

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

#### **Employer's responsibilities**

The Llanbedr Hall Association Committee:

- is responsible for the implementation and monitoring of this Equal Opportunities Policy
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- will ensure that all individuals within 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

### **Employee's / Users responsibilities**

All employees of the Llanbedr Hall Association Committee and users of its services:

- will be required to co-operate with measures introduced by the Committee to ensure and promote equal opportunities
- will neither practice 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**

This Equal Opportunities Policy will be reviewed by the Village Hall Committee annually at the first Committee Meeting following the Annual General Meeting. This will ensure that any newly elected Committee Members can become familiar with the contents of this policy.