



## Aldbury Memorial Hall Management Committee

### Equal Opportunities Policy

It is unlawful to discriminate against an individual on the following grounds:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and Maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Under the Equality Act 2010 these are known as “protected characteristics”.

Aldbury Memorial Hall is committed to valuing the diversity of the community it serves and promoting equality of opportunity.

We will work to ensure fair and equal access to our services by all citizens and to provide services in a manner which is sensitive to the needs of the individual, whatever their background.

We oppose all forms of unlawful and unfair discrimination whether it be direct or indirect discrimination, victimization or harassment on the grounds of any of the protected characteristics defined in the Equality Act 2010.

Aldbury Memorial Hall does not employ staff.

Trustees, Committee Members, Volunteers, contractors and service users will be treated fairly and equally. All can expect to be treated with dignity and respect. No form of intimidation, bullying or harassment will be tolerated. Should any individual have a complaint they should raise concerns about their treatments to Chair of the Trustees in the first instance in person or in writing or another member of the committee, should the Chairperson be the cause of complaint.

The commitment to equal opportunities is good hall management practice and makes sound business sense as it seeks to utilize the talents available from the local community, representing Society as a whole.

The policy will be monitored and reviewed bi-annually

Effective From : 19 Oct2023

Review Due : 19 Oct 2026

Jennie Shaw