



## EQUAL OPPORTUNITIES POLICY

### PRINCIPLES

Stainton Village Hall Committee is committed to providing equal opportunities in employment and volunteering and to avoiding unlawful discrimination. Our aim is that the work environment is free of harassment and bullying. That everyone is treated with dignity and respect is an important aspect of ensuring equal opportunities in employment and volunteering.

### POLICIES

Stainton Village Hall Committee will support and implement the provisions of the Equality Act 2010 and will work to ensure that no person protected by the legislation is discriminated against unlawfully, and that any positive obligations and duties are performed.

#### **The Legislation**

It is unlawful to discriminate directly or indirectly in recruitment or employment because of a 'protected characteristic'. The Equality Act defines the protected characteristics as being age, disability, sex, gender reassignment, pregnancy, maternity, race (which includes colour, nationality, caste and ethnic or national origins), sexual orientation, religion or belief, or because someone is married or in a civil partnership.

It is also unlawful to discriminate against or harass a member of the public or service user in the provision of services or goods or to fail to make reasonable adjustments to overcome barriers to using services caused by disability.

The duty to make reasonable adjustments includes the removal, adaptation or alteration of physical features, if the physical features make it impossible or unreasonably difficult for disabled people to make use of services. In addition, service providers have an obligation to think ahead and address any barriers that may impede disabled people from accessing a service.

#### **Equal opportunities in employment**

Stainton Village Hall Committee will avoid unlawful discrimination in all aspects of employment including recruitment, promotion, opportunities for training, pay and benefits, discipline and selection for redundancy. Job descriptions will avoid any unnecessary requirements (those unrelated to effective performance) that may otherwise deter applicants. Decisions will be based on objective criteria.

**Service users**

Stainton Village Hall Committee will strive not to discriminate unlawfully against users using or seeking to use the services provided by the Hall. The Committee has a separate Equality and Diversity Policy which deals with this issue.

**REVIEW**

This policy will be reviewed annually following the AGM and will be updated in accordance with changes in the law.

Stainton Village Hall Committee  
March 2020