

Equality and Equal Opportunities Policy

Burtle Village Hall

The Burtle Village Hall Management Committee recognises and accepts that providing Equality and Equal Opportunities is both **a moral and a legal requirement**. We strive to provide a friendly and welcoming environment where everyone is treated with courtesy and respect, regardless of their background, circumstances, or beliefs.

The Burtle Village Hall Trust Deed states that: ‘the object of the Charity is the provision and maintenance of a village hall for use by the inhabitants of the area for benefit without distinction of political, religious or other opinions, including use for meetings, lectures and classes, and other forms of recreation or leisure, with the object of improving the conditions of life for the inhabitants’.

The Burtle Village Hall Management Committee are **committed to the Equality and Equal Opportunities Policy as set out in this document**.

Equality is the state of being equal – treating individuals equally, which does not necessarily mean treating people the same. In some cases, the need for equality may require unequal effort, to ensure the principle of equality is achieved.

Achieving Equality depends on everybody involved;

- Recognising that certain groups of people and/or individuals may be discriminated against because of their gender, age, race, disability, social or economic background, religion, belief or sexual orientation
- Treating everyone equally, but recognising that some groups or individuals have different needs
- Recognising the need to change attitudes, systems and processes to better meet the needs of all groups and communities

- Sharing information, resources and making activities accessible to all

Equal Opportunities is about the Law and how it is applied in the workplace. The Law only intervenes when it is clear that legislation is the only way to deal with discriminative acts – where people are treated less favourably in the provision of goods, services and facilities, as well as in employment. Therefore, Equal Opportunities is about ensuring employment practices are fair and that the workplace is an environment free from discrimination and harassment.

The Equality Act 2010 was implemented fully from 6th April 2011. It streamlined and consolidated much of the existing equity laws – Equal Pay Act 1970, Sex Discrimination Act 1975, Race Relations Act 1976, Disability Discrimination Act 1995, Employment Equality (Age) Regulations 2006, Employment Equality (Religion or Belief) Regulations 2003, and Employment Equality (Sexual Orientation) Regulations 2003

Previous legislation dealt with discrimination towards certain groups separately. This Act brings all these groups together and refers to the groups as '**protected characteristics**'. The 'protected characteristics' covered by the Act are:

- Sex
- Age
- Disability
- Gender Reassignment
- Marriage or Civil Partnership
- Pregnancy and Maternity
- Race
- Religion or Belief

- **Sexual Orientation**

Treating a person in a less favourable way than others because of one of the protected characteristics listed above will amount to **discrimination**.

This Act brings together for the first time all the legal requirements on Equality that the **private, public and voluntary sectors** need to follow.

The Burtle Village Hall Management Committee and its Trustees acknowledge and support, implement and comply with The Equality Act 2010 recognise Equal Opportunities as defined in legislation. We will work to ensure that no person protected by the legislation is discriminated against unlawfully. Our aim is to ensure that we become aware of discrimination and the problems it causes. We will challenge any practices which seek to discriminate against or deny the rights of any individuals or groups.

Burtle Village Hall Management Committee will deal with any complaints or issues seriously, sensitively, impartially and thoroughly. Complaints or issues can be directed to the Secretary of the Burtle Village Hall or to any member of the Management Committee.

Burtle Village Hall Management Committee - March 2019

Reviewed and updated July 2023

Reviewed and updated April 2024