

Mortimer Hall Equal Opportunities Policy

Policy Statement

The Old Marston Village Hall Management Committee recognises that everyone has a contribution to make to our society and a right to equal treatment. Our aim is to ensure that no job applicant, committee / staff member, 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 Committee and we aim to encourage the removal of such prejudices.

We also aim to ensure that committee members, volunteers and staff working with individuals and with organisations for which the Committee provides services do not suffer discrimination and if this occurs the Committee commits itself to taking positive action against such discrimination.

The Committee is committed to:

- Addressing positively opportunities for full participation within the organisation.
- Adopting an effective system to monitor its practice about ensuring equality of opportunity
- Promoting good practice about equality of opportunity for organisations / individuals involved in the work of The Committee.

The Committee 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 Committees terms and conditions of employment and volunteering reflect a range of needs and interests which encompass people who may otherwise be disadvantaged.

The policy of the Old Marston Village Hall Management 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.

Recruitment and promotion practices

The Committee will ensure equality of opportunity for all job applicants and Volunteers; and it will ensure that:

- Application forms are continually reviewed to ensure structure and content are not open to discrimination
- When recruiting, The Committee will develop personnel specifications which recognises the importance only of relevant experience or qualifications
- Acceptance of The Committee's Equal Opportunities Policy is a condition of employment.

Service provision

The 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 Committee's services may be improved to meet their needs
- Ensuring that all individuals who represent the Committee are aware of, fully understand and operate this Equal Opportunities Policy.

Employer's responsibilities

The Committee:

- Is responsible for the implementation and monitoring of this Equal Opportunities Policy
- 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

It shall be the responsibility of The Committee's Secretary to keep the Committee fully up to date with developments or difficulties relating to the implementation of this Policy.

Employee's / Users responsibilities

All employees of the 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.

A member of The Committee will be appointed to be responsible for overseeing this policy. This person will be responsible for urgently reporting concerns that arise to the committee. The appointee being until the meeting following the AGM in April