

Wickham Market Village Hall Charitable Incorporated Organisation (WMVHCIO)

Equal Opportunities Policy

WMVHCIO Trustees are committed to the equal opportunities policy set out in this document and will work to develop, improve and monitor it.

WMVHCIO is committed to providing equality of opportunity in all areas of its work. It aims to overcome discrimination on the grounds of gender, age, colour, race, religion, nationality, racial or national origins, cultural heritage, disability, marital status, social background, sexual orientation or geographical location.

WMVHCIO Trustees recognise that action needs to be taken to ensure equality of provision in areas of representation, service provision, membership and access and will take action to make this policy effective.

WMVHCIO Trustees acknowledge the definitions of various groups of people who are vulnerable to discrimination as set out in the relevant legislation. The Trustees will support and implement the legislation and will work with Village Hall users to ensure that no person protected by the legislation is discriminated against unlawfully, and that any positive obligations and duties are performed.

Code of Conduct

1. People will be treated with dignity and respect regardless of the group to which they belong.
2. People's feelings and views will be valued and respected. Language or humour that people find offensive will not be used or tolerated, e.g. racist jokes or derogatory terminology.
3. No one will be harassed abused or intimidated on the grounds that they belong to a vulnerable group. Incidents of harassment will be taken seriously, and WMVHCIO Trustees will undertake investigations of any complaints quickly, impartially and thoroughly.

Adopted 18th February 2019