



# Trimingham Village Hall Trust

## Equal Opportunities Policy

### Policy Statement

The Trustees, and the Trimingham Village Hall Trust Management Committee (hereinafter referred to as the "Management Committee") recognise that everyone has a contribution to make to our society and a right to equal treatment. We aim to ensure that no committee 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 with the Trustees and the Management Committee, and we aim to encourage the removal of such prejudices.

We also aim to ensure that trustees, committee members, volunteers and staff working with individuals and with organisations for which the Trust provides services do not suffer discrimination, and where this occurs, the Trustees and Management Committee commit themselves to taking positive action against such discrimination.

The Trust is committed to:

- addressing positively opportunities for full participation within the organisation
- adopting an effective system to monitor its practice with regard to ensuring equality of opportunity
- promoting good practice with regard to equality of opportunity for organisations and individuals involved in the work of the Trust

In particular the Trustees 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 the Management Committee 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 Trust 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.

#### Service provision

The Trustees and Management 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 effected by:

- consulting with groups and individuals with special requirements to identify how the Trust and Management Committee's services may be improved to meet their needs
- ensuring that all individuals who represent the Trust are aware of, understand and operate this Equal Opportunities Policy

#### Employer's responsibilities

The Trimingham Village Hall Trust:

- is responsible for the implementation and monitoring of this Equal Opportunities Policy
- will ensure that all individuals within the Pilgrim Shelter 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 Management Committee's Secretary to keep the Committee and Trustees fully up to date with developments or difficulties relating to the implementation of this Policy.

#### Volunteer's/Users responsibilities

All volunteers working with the Trust, the Management 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

#### Review

This Equal Opportunities Policy will be reviewed by the Trustees annually at the Annual General Meeting.