

Weedon Old Schoolroom

29/31 High Street, Weedon, Aylesbury, Bucks. HP22 4NW

Registered Charity No. 1073035

Chair of Trustees and Management Committee: Joanna Rose

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EQUAL OPPORTUNITIES POLICY

As a provider of a service to the community, Weedon Old Schoolroom respects and values diversity and is committed to promoting equal opportunities and challenging discrimination, wherever it occurs.

THE LAW

Under The Equality Act 2010, it is against the law to discriminate against anyone because of:

- age
- gender reassignment
- being married or in a civil partnership
- being pregnant or on maternity leave
- disability
- race including colour, nationality, ethnic or national origin
- religion or belief
- sex
- sexual orientation

SHARED RESPONSIBILITY

The Old Schoolroom Management Committee of Charity Trustees as a body (hereafter “The Management Committee”) takes responsibility to set the highest possible standard of operation of this policy in accordance with the law.

Individual committee members, employees, volunteers and hall users also have a duty as part of their involvement with the Hall to do everything they can to ensure that the policy works in practice, and that no other person receives less favourable treatment than another on the grounds of any protected characteristic under The Equality Act 2010.

The Management Committee will bring to the attention of all employees, volunteers and hall users the existence of this policy. Reference to the policy will be included in the terms and conditions of the hiring contract.

POLICY IMPLEMENTATION

The Management Committee will accordingly:-

- ◇ Endeavour to monitor all activities to ensure that we are serving the needs of all communities and groups within the village of Weedon
- ◇ Encourage our committee members, volunteers and the staff of any organisation working with us to take positive steps to ensure that the needs of minority communities and disadvantaged people are met
- ◇ Listen carefully to what people tell us they need, and do everything in our power and within our resources to ensure their needs are met
- ◇ Ensure that, as far as it lies within our power, our recruitment processes are designed to ensure equal access for all
- ◇ Review the hall premises regularly, so that access by anyone with disabilities can be maintained and improved where necessary

REGULAR POLICY REVIEW

This policy will be reviewed every two years or when new legislation requires it.

Date Approved: February 2025
To be reviewed: November 2027