

Yaxham Village Amenities Association

Equal Opportunities Policy

Yaxham Village Amenities Association recognises that everyone has a contribution to make to our society and a right to equal opportunity, in accordance with The Equality Act 2010 <https://www.gov.uk/guidance/equality-act-2010-guidance>.

1. No job applicant or employee, member, volunteer or organisation/individual to which we provide services will be discriminated against by us on the grounds of:
 1. gender (including sex, marriage, gender re-assignment);
 2. race (including ethnic origin, colour, nationality and national origin);
 3. disability;
 4. sexual orientation;
 5. religion or belief;
 6. age.
2. We aim to promote equal opportunities, eliminate discrimination and eliminate harassment through the following:
 1. Opposing all forms of unlawful and unfair discrimination.
 2. All employees (whether part-time, full-time or temporary), volunteers, members, and beneficiaries will be treated fairly and with respect.
 3. Membership will be open to all.
 4. All vacancies will be advertised internally and externally simultaneously and will include a statement on equal opportunities.
 5. Selection for employment/volunteering, promotion, training or any other benefit will be on the basis of aptitude and ability. All selection/rejection decisions will be recorded.
 6. All employees/volunteers/members will be helped and encouraged to develop their full potential and the talents and resources of individuals will be fully utilised to maximise the efficiency of the organisation.
 7. All employees/volunteers/members have a legal and moral obligation not to discriminate and to report incidents of discrimination against any individual or group of individuals to the trustees.
3. Our commitment:
 1. To create an environment in which individual differences and the contributions of all our staff, volunteers, trustees and beneficiaries are recognised and valued.
 2. Every employee, volunteer, trustee and beneficiary is entitled to be part of an environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
 3. Training, development and progression opportunities are available to all staff/volunteers.
 4. Equality is good management practice and makes sound sense. Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings or membership disqualification.
 5. This policy is fully supported by the trustees and will be monitored and reviewed annually. The successful implementation of this policy depends on the awareness and commitment of all trustees and volunteers. Hence, all new

staff/volunteers/trustees will be made aware of its existence and on joining the organisation, and reminded they must conform with it on a regular basis.

Related policies and procedures

1. This policy statement should be read alongside our organisational policies and procedures, these are available for inspection in Yaxham Village Hall, by email to yaxhamvh@gmail.com or at <http://www.yaxhamvillagehall.co.uk>
2. Any concerns relating to these issues should be made to the Chair of Trustees at yaxhamvh@gmail.com

We are committed to reviewing our policy and good practice annually.

Date Policy Reviewed:

May 2019

Next Review Date: May 2020

Peter Smith

Signed:Peter
Smith.....

Peter Smith Chair of Trustees

Date 28th May 2019

Further advice and support

At any stage you may wish to seek further advice or support from the following sources:
<https://www.gov.uk/guidance/equality-act-2010-guidance>

Child Protection: NSPCC – www.nspcc.org.uk or 0116 234 7223
NSPCC Child Protection Helpline – 0808 800 5000

Criminal Records Bureau – www.disclosure.gov.uk

Vulnerable Adults Protection: Action on Elder Abuse – helpline 0808808814