



The Watmough Memorial Hall

Charity number: 521979

Also known as: **Saxilby Village Hall** (Working Name)

Equal Opportunities Policy

Document Review History

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1. Policy Statement

Saxilby Village Hall is committed to promoting equality, diversity, and inclusion in all aspects of its activities and services. The Management Committee aims to ensure that all members of the community have fair and equal access (as far as practicable and within the constraints of the building) to the village hall and are treated with dignity and respect.

We will not tolerate discrimination, harassment, bullying, or victimisation.

2. Purpose

The purpose of this policy is to:

- Promote equal opportunities (as far as practicable) for all users of the village hall.
- Foster an inclusive and welcoming environment.
- Prevent unlawful discrimination.
- Ensure fair treatment in the management and operation of Saxilby Village Hall.

3. Scope

This policy applies to:

- Management Committee members.
- Volunteers.
- Staff.
- Hall users and hirers.
- Contractors and suppliers working on behalf of Saxilby Village Hall.

4. Commitment to Equality

Saxilby Village Hall will seek to ensure (that as far as practicable) no individual is disadvantaged or treated less favourably because of:

- Age
- Disability

- Gender reassignment
- Marriage or civil partnership
- Pregnancy or maternity
- Race, colour, nationality, ethnic or national origin
- Religion or belief
- Sex
- Sexual orientation

These characteristics are protected under the Equality Act 2010.

5. Access and Inclusion

The Management Committee will, where reasonably practicable:

- Promote access to the hall for all members of the community.
- Consider the needs of disabled users.
- Make reasonable adjustments to remove barriers to participation.
- Encourage activities that bring together diverse groups within the community.
- Ensure information about hall facilities and services is available fairly and openly.

6. Responsibilities

Management Committee

The Committee will:

- Apply this policy fairly and consistently.
- Promote equality and inclusion in decision-making.
- Investigate complaints of discrimination or harassment appropriately.
- Review practices periodically to ensure compliance with legal requirements.

Hall Hirers and Users

Hall hirers and users are expected to:

- Treat others with dignity and respect.

- Comply with this policy while using the premises.
- Not engage in discriminatory, harassing, intimidating, or offensive behaviour.

7. Harassment and Bullying

Saxilby Village Hall will not tolerate:

- Offensive or abusive language.
- Intimidation or threats.
- Harassment related to any protected characteristic.
- Bullying or exclusionary behaviour.
- Any conduct that creates an intimidating, hostile, degrading, humiliating, or offensive environment.

Individuals engaging in such behaviour may be asked to leave the premises and future bookings may be refused.

8. Complaints

Any complaint relating to discrimination, harassment, or unequal treatment should be made in writing to the Secretary of the Management Committee or Bookings Officer.

Complaints will be:

- Taken seriously.
- Investigated fairly and impartially.
- Handled confidentially where possible.
- Resolved as promptly as practicable.

9. Monitoring and Review

The Management Committee will review this policy annually, and whenever there are significant changes to legislation or operational requirements.