THE WILBRAHAMS' MEMORIAL HALL

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Equal Opportunities Policy

The Wilbrahams Memorial Hall Management Committee acknowledges that the United Kingdom is diverse in culture race beliefs and religion and believes that no individual or group of people should receive less favourable treatment on the grounds of: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation. The Committee acknowledges that members of these groups are often under-represented, exposed to prejudice and stereotyping, and suffer various disadvantages with our society. In the Policy Statement the Wilbrahams' Memorial Hall Management Committee is referred to as the "Management Committee"

The purpose of this Policy Statement is to set out clearly and fully the positive action that the Management Committee intends to take to combat direct and indirect discrimination in employment policy, management of the organisation, relationships with other bodies, and the services it provides to the community, community organisations and individuals.

The Management Committee is committed to providing equality of opportunity in all areas of its work. It aims to overcome discrimination on the grounds mentioned above. The Management Committee recognises that positive steps need 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.

The Aims of the Management Committee

Our aim is to ensure that we become aware of discrimination and the problem it causes.

- The Management Committee will challenge users, practices, legislation and institutions, which seek to discriminate against or deny the rights of individuals or groups in any form.
- The Management Committee will seek to take positive action to address the inequalities in our society.
- The Management Committee is committed to the equal opportunities policy set out in this document and will work to develop, improve and monitor it.

The Equal Opportunities Policy and Code of Practice

Legislation

The Management Committee acknowledges the definitions of various groups of people who are vulnerable to discrimination as set out in the relevant legislation. The Committee will support and apply the legislation and will work to ensure that no person protected by the legislation is discriminated against unlawfully, and that any positive obligations and duties are performed.

The Management Committee gives the following specific commitments:

- **Disability**
  The Management Committee recognises that the legislation applies to persons who are not apparently disabled or ill.

- **Age**
  The Management Committee believes that people of all ages have skills experiences and ideas, which are equally valid, and have valid needs, expectations and aspirations.

- **Racism**
  The Management Committee will be alert to any implications of its services and actions for potential unlawful discrimination. The Committee will challenge racism in any form and will encourage its users to do the same.

- **Sex**
  Sexist policies, practices and attitudes will be challenged, and users will be encouraged to do the same.

- **Pregnancy and Maternity**
  Policies, practices and attitudes must ensure that the Hall is a welcoming, safe and practical space for pregnant/breastfeeding mothers and babies.

- **Sexual Orientation**
  Homophobic policies, practices and attitudes will be challenged, and users will be encouraged to do the same.

- **Gender Reassignment**
  Transphobic policies, practices and attitudes will be challenged, and users will be encouraged to do the same.

- **Religion and Belief**
  The Management Committee endorses the right of each individual to his or her own religious or philosophical beliefs or the absence of a belief.

The 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 ground that they belong to a vulnerable group. Incidents of harassment will be taken seriously, and The Management Committee will undertake investigations of any complaints quickly, impartially and thoroughly.

4. In any conflict of rights, the Management Committee will seek to find a fair balance, based on making the hall a safe and welcoming environment to all.

5. The Management Committee will review this equal opportunities policy annually

Signed: Emma Adams Chair

Date: Adopted at the Wilbrahams' Memorial Hall Committee Meeting 13th July 2026

To be reviewed on/by: July 2027