

EQUAL OPPORTUNITIES POLICY

1. The trustees are committed to implementing and promoting equal opportunities in our activities, services and practice. They realize that discrimination exists in society, whether prohibited by law or not, and believe that this prevents people from achieving their full potential.

2. The trustees will not tolerate discrimination on the basis of:

- Race
- Colour
- Gender
- Sexual orientation or identity
- Ethnic or national origin
- Disability
- Partnership status or home responsibility
- HIV or AIDS status
- Age
- Political or religious belief
- Trade union activity
- Socio-economic background
- Refugee or asylum seeker status.

3. As a provider of a service to the community, the trustees accept their responsibility to promote equal opportunities and challenge discrimination wherever it occurs. This policy sets out the main consequences of this responsibility and the action to be taken in order to implement it.

4. The trustees reserve the right to deny the use of their facilities to any hirer who expresses discriminatory views or exhibits discriminatory behaviour.

Responsibility

5. The trustees have overall responsibility for the effective operation of this policy.

6. The trustees will inform all those hiring their facilities that they operate an equal opportunities policy and will expect users to observe it.

7. All users have a duty to do everything they can to ensure that the policy works in practice. Those hiring the facilities are responsible for ensuring that they are aware of our policy and adhere to it while using them.

8. If any user feels that they have been, or are being, discriminated against in any way, they are entitled to pursue the matter with the trustees.

9. All instances or complaints of discriminatory behaviour will be treated seriously.

Disabled access

10. The trustees will do their best to make disabled people welcome. They will endeavour to ensure, as far as is practicable, that the premises have disabled access. When considering developments, every effort will be made to ensure such premises are fully accessible.

Use of language

11. The trustees recognize that some users may say or do things that are unacceptable and incompatible with this policy. If they become aware of it, they will challenge such behaviour, adopting an approach that will aim to politely alter attitudes and behaviour, while maintaining respect for the person concerned. If a hirer becomes aware of such language, the trustees it to be challenged.

12. Users of the facilities should avoid the use of language that may, in any way, belittle anyone.

13. Where the language used has a personal impact on others, and it has been made clear to the person concerned that their use of such language is unwelcome or offensive, that person may be asked to leave the premises.

Sexual harassment

14. No user of the facilities should be subject to sexual harassment. This is interpreted as unwanted behaviour of a sexual nature, including verbal sexual abuse, physical contact or repeated remarks that an individual may find offensive.

15. If it has been made clear to the person concerned that their behaviour is unwelcome and they persist with it, the hirer should ask the person concerned to leave the premises and support the victim of the harassment.

Monitoring and review

16. The trustees will review this policy annually.