

# THORNFORD VILLAGE HALL MANAGEMENT TRUSTEES

REGISTERED CHARITY No: 279758



## Equal Opportunities Policy

### **Policy Statement**

Thornford Village Hall Management Trustees are committed to encouraging equality, diversity, and inclusion, and eliminating unlawful discrimination in the provision of its facilities, activities, and services. Thornford Village Hall Management Trustees aim is for the hall to be a safe, welcoming, and inclusive environment that is truly representative of all sections of the community it serves.

Thornford Village Hall Management Trustees are committed to providing equality of opportunity and to treating all people with dignity and respect, valuing the diversity of all, regardless of the following protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, and ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

### Commitment

Thornford Village Hall Management Trustees are committed to fostering an environment free from discrimination, bullying, and harassment. This includes ensuring equal access to facilities, basing committee selection on merit, improving accessibility where feasible, and addressing complaints promptly and confidentially. The policy requires all associated individuals, including hirers, and committee members, to be aware of and comply with the equality policy. Hirers are specifically required to agree to terms that support the commitment to equality. The policy and practices are subject to regular review to maintain fairness and adapt to legal changes.

### Code of Conduct

All individuals using the hall, whether hirers, volunteers, or committee members, are expected to uphold these commitments. This involves treating everyone with dignity and respect. Offensive language or behaviour, such as discriminatory jokes or harassment based on protected characteristics, will not be tolerated. Violations of this policy will be taken seriously and may result in the inability to hire the hall in the future. Complaints should be directed to the Committee Chair

Reviewed – Jan 2026