

EQUAL OPPORTUNITIES POLICY OF

St. Margaret's Church & Community Hall, Wrexham



1. Introduction and Statement of Intent

- 1.1 The Equal Opportunities Policy of St. Margaret's Church and Community Hall describes our commitment to comply with all the laws and regulations concerning the equality of opportunity. This policy applies to all committee members, staff, volunteers and users of the hall.
- 1.2 We recognise that we have a moral and legal responsibility to promote equal opportunities as an integral part of our operations. We accept that society consists of many diverse groups and individuals and will treat all people with the same dignity and respect at all times.

2. Aims and Objectives

- 2.1 Service Provision The hall will be made available for hire to all groups and individuals, regardless of whether or not they belong to any particular minority group or section of the community. The services provided to all users will be without discrimination of any kind and acceptance of this policy by all users will be a condition of hire.

2.2 Recruitment of staff and contracts of employment When staff are appointed, we will ensure equality of opportunity for all applicants and without discrimination of any kind. Contracts of employment will include conditions that are compatible with and enforce this policy.

2.3 Accessibility The hall will be maintained and enhanced as far as practicable, to allow disabled people to have easier access to the building and its facilities. We will consult with any users who may have special requirements and seek to identify improvements that may be carried out when finances allow.

3. Code of Conduct

3.1 People will be treated with dignity and respect, regardless of race, nationality, ethnicity, gender, sexual orientation, disability, religion or age.

3.2 The feelings of all people will be valued and respected at all times. Language or humour that may be considered offensive will not be used or tolerated.

3.3 No one will be harassed, abused, excluded or intimidated on the grounds of their race, nationality, ethnicity, gender, sexual orientation, disability, religion or age.

3.4 Any reports of discriminatory incidents or actions that may be contrary to this policy will be taken seriously and investigated by the Committee.

4. Updating the Policy

4.1 Any proposed changes to this policy shall be approved by the Hall Committee. This document will be revised at least every three years to reflect any agreed amendments and it will be dated accordingly, with only the latest version being considered as valid.

5. Validation

5.1 This document has been signed and dated below by two members of the committee.

Signature

Date

Signature

Date