

# **Thurlaston Village Hall**

## **Equal Opportunities Policy Statement**

Thurlaston Village Hall is a registered charity run by a committee of volunteer trustees (“the Trustees”). We are committed to ensuring that the Hall is a welcoming, inclusive, and accessible space for everyone in the community.

The Trustees recognise that the United Kingdom is diverse in culture, background, beliefs and experience. No individual or group will receive less favourable treatment, or be disadvantaged, on the grounds of:

- age
- disability
- gender or gender reassignment
- marriage or civil partnership
- pregnancy or maternity
- race, colour, nationality or ethnic origin
- religion or belief (or lack of belief)
- sexual orientation
- social or economic background.

We are aware that people in these groups may experience disadvantage, prejudice or stereotyping, and we are committed to challenging this.

### **Purpose of this Policy**

The purpose of this policy is to set out how the Trustees will:

- promote equality of opportunity in all aspects of the Hall’s use and management,
- ensure fair and inclusive treatment of all individuals and community groups,
- take steps to prevent discrimination, harassment or victimisation,
- provide a safe and respectful environment for all Hall users, volunteers and trustees.

### **Commitments**

The Trustees will:

1. Treat all people with dignity, fairness and respect.
2. Ensure that access to the Hall, its facilities and services is available on an equal basis, wherever reasonably possible.
3. Take positive steps to address barriers that may prevent people from using or benefiting from the Hall.
4. Challenge discriminatory practices, language or behaviour.
5. Investigate any complaints of harassment or discrimination quickly, impartially and thoroughly.

### **Areas of Particular Commitment**

- **Disability** – We will make reasonable adjustments to improve access and inclusion.
- **Age** – We value the contributions, skills and experiences of people of all ages.
- **Race and Ethnicity** – We will challenge racism in any form and promote understanding.
- **Gender, Gender Reassignment and Sexual Orientation** – We will challenge sexist or homophobic attitudes and practices.
- **Religion or Belief** – We respect the right of each individual to their beliefs, or absence of belief.

### **Code of Conduct**

- All people using the Hall should be treated with courtesy, respect and fairness.
- Offensive, abusive or discriminatory language, behaviour or “humour” will not be tolerated.
- Harassment, abuse or intimidation of any kind will be taken seriously and addressed by the Trustees.

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**Signed: *Sally Wise***

On behalf of Thurlaston Village Hall Trustees

**Date:** 5th January 2026

**Review Date:** January 2029 (or sooner if required)