

# **Farrington Gurney Memorial Hall**

**Charity Registration Number: 248628**

## **Equal Opportunities Policy**

**Date: May 2023**

### **1. Introduction**

- Farrington Gurney Memorial Hall is committed to providing and promoting equal opportunities, eliminating discrimination and encouraging diversity in the Community.
- Farrington Gurney Memorial Hall aims to create a culture that respects and values each other's differences and which promotes dignity, equality and diversity.
- An up-to-date copy of this Policy is maintained on the Farrington Gurney Memorial Hall website.

### **2. Purpose**

- Farrington Gurney Memorial Hall recognises that supporting equality is of primary importance. This policy will help the management committee to develop sound and effective policies for the benefit of users, whilst also ensuring that the committee meets its duty under the Equality Act 2010.

### **3. Scope**

- This policy applies to committee members, volunteers and all hirers of the Farrington Gurney Memorial Hall.
- It is the responsibility of every committee member of Farrington Gurney Memorial Hall to ensure that they do not discriminate in any way. All committee members, volunteers and hirers have a duty to uphold equal opportunities principles.

### **4. Equality Act 2010**

- The Equality Act 2010 applies to public bodies and others carrying out public functions. It supports good decision-making by ensuring public bodies consider how different people will be affected by the activities, policies and services provided.
- The Equality Act 2010 places a Public Sector Duty on Farrington Gurney Memorial Hall to work to:
  - Eliminate discrimination, harassment, victimisation and any other conduct prohibited under the Act
  - Advance equality of opportunity between persons who share a protected characteristic and persons who don't share it.

- Foster good relations between persons who share a relevant protected characteristic and persons who don't share it.
- No individual will be discriminated against. This includes, but is not limited to the following characteristics (known as protected characteristics under the Act)
  - Age
  - Disability
  - Gender
  - Marital status and civil partnerships
  - Pregnancy and maternity
  - Race
  - Religion and beliefs
  - Sexual orientation
  - Ethnic origin
  - Nationality

## **5. Equality Commitments**

- Farrington Gurney Memorial Hall supports the principles and practices of the Equality Act 2010 and recognises that it is the duty of all Committee Members to accept their personal responsibility for fostering a fully integrated community by respecting and adhering to the principles of equality for all.
- Farrington Gurney Memorial Hall will actively promote equality throughout the organisation through the application of policies which will ensure that individuals receive treatment that is fair and equitable and consistent with their relevant aptitudes, potential, skills, experiences and abilities.
- Farrington Gurney Memorial Hall is committed to:
  - Promoting equality opportunity for all persons
  - Promoting a good and harmonious environment in which all persons are treated with respect and valued.
  - Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimization.
  - Fulfilling its legal obligations under the Equality Act 2010

## **6. Policy Review**

The Farrington Gurney Memorial Hall Committee will review this Policy as is necessary and appropriate.