



Registered Charity no: 249324

EQUAL OPPORTUNITIES POLICY

Introduction

This Equal Opportunities Policy explains Saxlingham Nethergate Village Hall (the “Hall” or the “Charity”) commitment to equality, diversity, and inclusion across all its activities.

The Charity is committed to treating everyone fairly, with dignity and respect, regardless of background or personal characteristics.

As a registered charity and community facility, the Charity aims to provide an inclusive environment that welcomes the whole community and promotes equal access to its services, facilities, volunteering opportunities, and activities.

Scope

This policy applies to:

- Trustees
- Volunteers
- Employees (if any)
- Contractors and suppliers
- Hall users, hirers, visitors, and participants in activities held at the village hall

Statement of Commitment

The Charity is committed to:

- Promoting equality of opportunity for all.
- Preventing unlawful discrimination, harassment, victimisation, and bullying.
- Treating all individuals fairly and with respect.
- Encouraging participation from all sections of the community.
- Creating an environment that is welcoming, safe, and inclusive.
- Complying with the Equality Act 2010 and other relevant legislation.

The Charity will not tolerate discrimination based on any protected characteristic, including:

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

Access to Services and Facilities

The Charity will aim to ensure that the:

- Hall facilities and services are open and accessible to all members of the community.
- booking arrangements are managed fairly and consistently.
- reasonable adjustments are considered, where practical, to support disabled people.
- information is provided in accessible, understandable formats wherever possible.
- no individual or group is unfairly excluded from using the hall, except where restrictions are required by law or the Charity's governing documents.

Trustees and Volunteers

The Charity will seek to ensure that:

- recruitment and appointments are based on suitability, skills, experience, and the requirements of the role.
- trustees, volunteers, and staff are treated fairly and with respect.
- opportunities to contribute, train, and develop are provided without discrimination.
- concerns about discrimination or unfair treatment are taken seriously and handled appropriately.

Hall Hirers and Community Groups

The Charity expects all hall users, hirers, clubs, and organisations using the premises to:

- Follow the principles of equality and inclusion.
- Comply with relevant equality laws.
- Avoid discriminatory conduct, harassment, or victimisation.
- Ensure activities held on the premises do not unlawfully discriminate against any individual or group.

The Charity may refuse or end a booking if there is evidence of unlawful discrimination, harassment, hate speech, or behaviour that is inconsistent with its values or legal obligations.

Harassment and Bullying

The Charity will not tolerate harassment, bullying, intimidation, or offensive conduct towards anyone using, visiting, or involved with the village hall.

Examples may include:

- Offensive language or jokes.
- Behaviour that is intimidating, hostile, degrading, humiliating, or insulting.
- Unwanted remarks related to a protected characteristic.
- Exclusion or unfair treatment linked to personal characteristics.

Complaints will be dealt with promptly and appropriately.

Complaints

Anyone who believes they have experienced discrimination, harassment, or unfair treatment relating to the Charity may raise their concern with the Trustees.

Complaints will be:

- Treated seriously.
- Investigated fairly and, where possible, confidentially.
- Handled promptly and proportionately.
- Recorded and reviewed where appropriate.
- Dealt with appropriately including usage bans up to and including reporting incidents to the police.

Monitoring and Review

The Trustees will:

- Raise awareness of this Policy.
- Review the Policy at least every three years, or sooner if legislation or organisational circumstances change.
- Consider equality and inclusion in decisions affecting the Charity and its activities.

Responsibility

The Management Committee of the Saxlingham Nethergate Village Hall is responsible for implementing this policy.

Trustees, volunteers, staff, hirers, and hall users all share responsibility for maintaining an inclusive and respectful environment.

Review of Policy

This Policy will be reviewed every three years to ensure it remains fit for purpose and complies with current best practice and regulatory requirements.

Adopted on: 3 August 2026

Next review: August 2027