

Carbrooke Village Hall Equal Opportunities Policy

Carbrooke Village Hall is committed to the principle of equal opportunities. Our aim is to promote equality of opportunity and fair treatment for all staff, volunteers, job applicants, customers and those people with whom our committee/volunteers come into contact in the course of their day-to-day business.

We will seek to ensure that no unlawful or unfair discrimination takes place on the basis of conditions not relevant to the performance of the job, such as gender, race, colour, ethnic or national origin, disability, marital status, family commitments, sexual orientation, HIV status, religious or political beliefs, trade union activity or irrelevant spent conviction.

Carbrooke Village Hall is committed to: -

- Treating people fairly, with dignity and respect
- Making decisions or judgements about people based on individual merit, not as a result of bias, prejudice, assumptions or stereotyping
- Creating a climate where everyone has fair access to employment opportunities
- Recognising the benefits of a diverse workforce, that everyone is different and that those differences can add value
- Developing a work environment which is free from discrimination, harassment, victimisation and bullying

It is the duty of all employees and volunteers to accept their personal responsibility for the practical application of equal opportunities at work, but specific responsibility falls upon management and any individuals professionally involved in recruitment and employment administration.

Our Equal Opportunities Policy has been developed in line with UK and EC employment legislation. Our aim is to observe the spirit as well as the letter of the law and to develop practices consistent with being a responsible and caring organisation.

Under this policy our employees and volunteers: -

- Have the right to be treated with dignity and respect and also share a responsibility to treat colleagues and customers in the same way
- Work to achieve equal opportunities by questioning assumptions and stereotypes about people
- Accept, respect and value people who are different from them and ensure that people are judged on merit
- Have a responsibility for setting a good example and ensuring that equal opportunities are available for everyone

It is vitally important that equal opportunities become a reality and minimum standards have been introduced to support the policy. Carbrooke Village Hall will ensure that individuals are selected, trained, promoted and treated on the basis of their relevant aptitudes, skills and abilities. The policy will be reinforced by regular reviews of our practices and through inclusion in training as required.