



## Statement of Intent

The Bishop's Cleeve Village Hall charity opposes all forms of unlawful and unfair discrimination. The purpose of this policy is to ensure all those living in the Parish of Bishop's Cleeve and all those qualifying as beneficiaries of the Village Hall Charity as defined by the Charity's Trust Deed, will receive equal opportunities in the use of and access to the Tithe Barn, and in the management of the Village Hall charity's affairs.

The policy applies to all beneficiaries irrespective of, for example, their gender or gender reassignment, nationality, race or colour, ethnic or national origin, disability, age, sexual orientation, religion, creed or faith, marital status or social class, and subject only to the requirement of the Charity's Trust Deed that Trustees of the Charity must be over 18 years of age.

Trustees and users of the Tithe Barn are required to actively comply with this policy as are employees or persons seeking employment with the Village Hall charity. Irrespective of the terms of their employment, employees will be treated fairly and equally according to this policy.

## Equal Opportunities Policy

### Users of Bishop's Cleeve Village Hall charity

Beneficiaries of the Village Hall charity will have equal rights of access to, and use of the facilities provided by the Charity, which will act at all times without prejudice, favour, or discrimination in deciding on requests for use and hire of the facilities. Physical constraints on access for the disabled will as far as the Village Hall charity is able, be removed or mitigated as far as is reasonably possible.

### Employees of Bishop's Cleeve Village Hall Charity

Employees will receive equal opportunities in both their selection, and conditions of their employment and remuneration, and intimidation, bullying, prejudice or harassment against any employee will not be tolerated. Employees will be expected to apply this policy in their work and will be given training in its application.

### Suppliers of Goods and Services to Bishop's Cleeve Village Hall Charity

In considering tenders for the supply of goods and services the Charity will make its decision purely on the basis of economic, specification, performance, and timescale considerations, and contracts for goods and services will not impose prejudicial or discriminatory conditions on suppliers.

### Tenants of Bishop's Cleeve Village Hall Charity

Applicants applying to lease any part of the Village Hall charity's land or premises will be treated fairly and without prejudice, favour, or discrimination, and the terms of the lease will not impose unfair or discriminatory practices on tenants.



### Election of Trustees and Officers of Bishop's Cleeve Village Hall Charity

The election of Trustees, and of officers of the charity, will be open and conducted without prejudice, favour, or discrimination.

### The Trustee's Commitment towards the Policy

This policy is fully supported by the Bishop's Cleeve Village Hall Trustees (the Volunteer Management Committee), who will take seriously any breaches of this policy. The Trustees will carry out an annual audit of the physical access requirements for its facilities, and will regularly review its Equal Opportunities Policy to ensure its application is in line with current legal requirements.

### Dispute Procedure

#### Breach of Policy Against an Individual

Any person or group claiming a breach of this Equal Opportunities Policy must supply the details in writing to the Chair of Trustees, who will place the matter on the agenda for the next meeting of the Trustees (the Volunteer Management Committee). The Committee, taking into account all the evidence presented will decide by a majority vote whether a breach of the policy has occurred, giving their reasons if the claim is not upheld.

The person or group making the claim of discrimination will be advised of the date and time of the meeting and will be invited to attend, and may speak in support of the claim if they wish.

In the event the claim is upheld, the Charity will correct the matter as soon as possible. It will monitor the status of the corrective action at each Committee meeting until the problem is resolved. The person or group making the claim will be notified as soon as the action is cleared.

#### Breach of Policy by a Trustee or Employee

Any incidence of a Trustee or employee behaving in any way that is deemed to contrary to the requirements of the spirit of this policy will invoke the charities disciplinary procedures. Such conduct can constitute a gross misconduct and in the most serious case will result in summary dismissal.

### Legal References

The policy will be implemented within the framework of the relevant legislation, which includes:

- Equal Pay Act 1970
- Rehabilitation of Offenders Act 1974
- Sex Discrimination Act 1975
- Gender Reassignment Regulations 1999



BISHOP'S CLEEVE  
TITHE BARN

Bishop's Cleeve Village Hall

Registered charity #301465

Equal Opportunity Policy

- Race Relations (Amendment) Act 2000
- Disability Discrimination Act 1995
- The Protection from Harassment Act 1997
- The Human Rights Act 1998
- The Employment Equality Regulations (2003)
- Age Discrimination Act 2006

Signed for and on behalf of Bishop's Cleeve Village Hall – The Tithe Barn

Chairman: