

# Enmore Memorial Hall

## Equal Opportunities Policy (September 2024)

Enmore Memorial Hall Management Committee is firmly committed to striving for equality of opportunity.

This policy applies to all matters relating to employment and services affecting individuals and groups, whether they are actual or potential employees, volunteers or users.

### 1. Statement Underpinning the Policy

Enmore Memorial Hall Management Committee recognises that certain groups and individuals experience the negative effects of discrimination, which lead to unequal access to communal resources and services. This restricts opportunities for people and groups to be involved in their communities. The Management Committee acknowledges the need to broaden the use of its facilities and services and is committed to converting their Equal Opportunities Policy into good practice.

To this end, it will actively oppose all forms of unlawful discrimination and will take positive steps to implement policies and practice which will counter direct and indirect discrimination on the grounds of race, gender, sexuality, disability, age, ethnic origin, nationality, and commitment to dependents, religion, marital status, class or employment status.

### 2. Context

The Equal Opportunities Policy will provide the working framework which will guide practice. It is set within the legal context of the 1976 Race Relations Act, the Sex Discrimination Act 1986 and the Disability Discrimination Act 1995.

### 3. Implementation

- a) The Management Committee will not discriminate against employees, volunteers and service providers.
- b) The Management Committee will not discriminate against individual hirers, users or groups when considering taking bookings to use Enmore Memorial Hall or whilst they are using the facilities.
- c) The Management Committee will work actively to make the premises fully accessible not only to the disabled, but to the elderly, young people, parents with pushchairs, and suppliers making deliveries.
- d) The Management Committee will undertake to encourage activities that reflect the cultural needs of different groups.
- e) The development, implementation, monitoring and review of this Equal Opportunities Policy is an ongoing process designed to ensure good practice.
- f) Within resource constraints, Enmore Memorial Hall Management Committee will work towards improving the quality of life of all employees, volunteers, users and hirers of the facilities.