

The Coronation Hall Dale Equal Opportunities Policy

1 Declaration of intent

- 1.1 The Coronation Hall Management Committee (herein referred to as "The Committee") is committed to taking positive action to fight unlawful discrimination in every respect of its involvement with the community.
- 1.2 The aim of its Equal Opportunities Policy is to ensure that no job applicant or employee or volunteer of any organization using this Hall receives less favorable treatment on the grounds of race, colour, ethnic or national origin, religion, gender, sexual orientation, marital status, HIV antibody status, AIDS or disability, nor should they be disadvantaged by requirement. The Committee will strive to redress any imbalance that may become evident.
- 1.3 The Chairman is responsible for the policy's day to day implementation.
- 1.4 The Committee will monitor and review its composition with the aim of promoting a broad-based representation.

2 The scope of this policy

This policy applies to:

- all staff or volunteers employed by The Committee irrespective of funding agent.
- all organizations and individuals hiring The Coronation Hall regardless of the duration of the hire.

3 Equal opportunity in service delivery - The Committee's commitment

The Committee is committed to ensuring equality of access to all its services, and will take action to provide genuine equality of opportunity to counter past discrimination and to monitor the outcome. The Committee will aim to ensure that no sector of the community shall be denied access or receive a poor service on the grounds listed in 1.2

The Committee will aim to ensure that all its services will be provided in line with this anti discrimination policy and in order to promote equality of access will aim to ensure the following:

- that services are based on consultation positive steps are taken to include excluded groups.
- that all services are flexible and responsive to the changing needs in the community.
- that information on services is widely available.
- that an accessible complaints procedure will be developed.
- that in publicity The Coronation Hall Dale will presented as committed to promoting equality.

4 Recruitment of staff and volunteers

The committee will ensure that any staff who are recruited either on a voluntary or paid basis by the committee are selected in accordance with current best practice in this area.

5 Training

Staff & volunteers should be made aware of and encouraged to take advantage of training opportunities.

6 Support

All staff and volunteers should have access to support.

7 Discipline and grievance procedures

It will be made clear to all employees and volunteers that discrimination, abuse or harassment on the grounds of race, gender, disability or sexuality—if proven—is a dismissible offence.

8 Implementation

Employment procedures and practices will be undertaken strictly in accordance with the following and all other relevant legislation: Race Relations Act 1976, Sex Discrimination Acts 1975-85, Equal Pay Act 1970, Disability Discrimination Act 1995, Rehabilitation of Offenders Act 1974.

9 Information

This document shall be made available to all volunteers, employees and job applicants. All organisations hiring the Hall should be made aware of this document and that the Committee expects that they adhere to an Equal Opportunities Policy which is in line with this policy.

(February 2014)