

OVING JUBILEE HALL
HIGH STREET OVING
CHICHESTER PO20 2DQ
Registered Charity No. 1077213

Oving Jubilee Hall - Equal Opportunities Policy Statement

The Oving Jubilee Hall Management Committee acknowledges that the United Kingdom is diverse in culture, race, beliefs and religion and believes that no individual or group of people should receive less favourable treatment on the grounds of gender, age, colour, race, nationality, racial or national origins, cultural heritage, disability, marital status, social background, sexual orientation or geographical location.

The purpose of this Policy Statement is to set out clearly and fully the positive action that the Management Committee intends to take to combat direct and indirect discrimination in employment policy, management of the organisation, relationships with other bodies and the services it provides to the community, community organisations and individuals.

The Management Committee is committed to providing equality of opportunity in all areas of its work. It aims to overcome discrimination on the grounds mentioned above and recognises that positive steps need to be taken to ensure equality of provision and will take action to make this policy effective.

Aims of the Management Committee:
Our aim is to ensure that we become aware of any discrimination and will challenge practices which discriminate against Hall users, employees, trustees, volunteers and contractors.

The Management Committee is committed to the equal opportunities policy set out in this document and will work to develop, improve and monitor it.

The Equal Opportunities Policy and Code of Conduct
Legislation

The Management Committee acknowledges the definitions of various groups of people who are vulnerable to discrimination, as set out in the relevant legislation. The Management Committee will implement the legislation and work to ensure that no person protected by it is discriminated against unlawfully and that any positive obligations and duties are performed.

The Management Committee:
- recognises that the legislation applies to persons who are not apparently disabled or ill;
- believes that people of all ages have skills, experiences and ideas which are equally valid and have valid needs, expectations and aspirations;
- will be alert to any potential unlawful discrimination;
- will challenge racism in any form and will encourage its users to do the same;

- will challenge sexist policies, practices and attitudes (including policies, practices and attitudes which may relate to sexual orientation and gender re-assignment).
- endorses the right of each individual to his or her own religious beliefs or the absence of a belief.

The Code of Conduct

- People will be treated with dignity and respect, regardless of the group to which they belong.
- People's feelings and views will be valued and respected. Language or humor that people find offensive will not be used or tolerated e.g. racist jokes or derogatory terminology.
- No one will be harassed, abused or intimidated on the grounds that they belong to a vulnerable group. Incidents of harassment will be taken seriously and the Management Committee will undertake investigations of any complaints quickly, impartially and thoroughly.

Anne-Marie Eastwood Date: 18th April 2024
Chair, Oving Jubilee Hall Management Committee