

# **FILLONGLEY VILLAGE HALL TRUST**

Coventry Road, Fillongley, Coventry.CV7 8EQ

**REGISTERED CHARITY NO: 228210**

---

Clerk to the Trustees: Mrs Heather Badham,  
Telephone 01676 549193 clerk@fillongleyparishcouncil.co.uk

## **Equal Opportunities Policy**

1.1 Legislation: the laws relating to Equal Opportunities are the Equal Pay Act 1970 [amended 1984], Sex Discrimination Act 1975 & 1988, Race Relations Act 1976 as amended by the Race Relations (Amendment) Act 2000, Disability Discrimination Act 1995, Human Rights Act 1998, Equality Act 2006

These acts make it unlawful to discriminate on the grounds of sex, marital status, ethnic or national origin, colour, race age, or disability. The Management Committee will use these as a framework to support their Equal Opportunities Policy & Procedures.

1.2 The Management Committee of Fillongley Village Hall is committed to equal opportunities, which we believe involves:

- creating an environment where everyone has fair and equal access to all opportunities and enjoy fair and unbiased treatment.
- keeping everyone informed of changes and consulting on issues that directly affect them.
- increasing involvement and commitment by encouraging participation regardless of gender, marital status, ethnic origin, religious belief, age and disability.

It is equally important that this commitment is visible to the community we serve.

1.3 We are committed to providing equality of opportunity to all. Our aim is to treat all those involved in the Hall with integrity, respect and consideration. It is important that all users of our hall, whether an individual or group adopt and comply with this policy. We

are committed to maintaining Fillongley Village Hall to ensure it provides safe and equal access for all sectors of the community. We are also committed to ensuring that those groups within our community who are disadvantaged through health, age, infirmity or disability are positively encouraged to access the facility.

1.4 Overall responsibility for the effective implementation of all Equal Opportunities Policy & Procedures rests with the Hall's Management Committee. Members of the Committee are responsible for the regular review and updating of policies, practices and procedures. With the assistance of feedback from community groups and individual users of the Hall the Committee will monitor the effectiveness of its equality policy and procedures, and ensure all local people are fully supported in their access to the Hall and its services.

1.5 The Committee does however recognize that there will be occasions and or groups to whom they will be unable to let the Hall because of the potential adverse effects of so doing on other users or groups.

1.6 The Committee will give full and serious consideration to any individual or group that may have been discriminated against and have a grievance or complaint.

## **2. Discrimination**

2.1 Compliance with the requirements of the Disability Discrimination Act [Part III] form part of the Hall's Equal Opportunities Policy. We will treat all our users with dignity and respect and will provide an environment free from unlawful discrimination, victimisation or harassment on the grounds of disability. We will not tolerate acts which breach this policy and all instances of such behaviour, or alleged behaviour, will be taken seriously and be fully investigated.

2.2 Fillongley Village Hall Committee will treat all our users with dignity and respect and will provide an environment free from unlawful discrimination, victimisation or harassment on the grounds of sex, age, marital status, sexuality, race, colour, religion, ethnic or national origin. The Committee will investigate and will give full and serious consideration to any individual or group that may feel that they have been discriminated against on these grounds and have a grievance or complaint.

## **3. Facilities**

3.1 Within the design of the building the following specific facilities for the disabled have been included:-

- entrance ramp to building

- many internal doors and fittings compatible with wheelchair use
- main entrance to the building compatible with wheelchair use
- specific disabled access toilet
- hearing loop