



Equal Opportunities Policy

Policy Principle

Lamplugh Village Hall Committee (the Committee) acknowledges that the United Kingdom is diverse in cultures, race, beliefs and religion. The Committee believes that no individual group of people should receive less favourable treatment on the grounds of gender, gender reassignment, age, colour, race, nationality, racial or national origins, cultural heritage, disability, marital or civil partnership status social background, sexual orientation, pregnancy, maternity or geographic location.

The Committee will endeavour to eliminate any discrimination, cultivating an inclusive atmosphere, ensuring equal opportunity and encouraging best practices for individuals and groups engaged within the hall.

The Committee acknowledges the definitions of various groups of people who are vulnerable to discrimination as set out in the Equality Act 2010 and any amendments thereto. The Committee will support and implement the legislation and will work to ensure that no person is discriminated against unlawfully.

The Committee wishes to clearly set out the positive action that they will take to combat direct and indirect discrimination in all areas.

Aims and Procedures

The Committee will endeavour to: -

- Challenge practices and institutions which seek to discriminate against or deny the rights of individuals or groups in any form
- Take positive action to address the inequalities in our society
- Commit to the equal opportunities policy set out in this document
- Where reasonably practicable make the hall accessible for people with disabilities to enter and use the hall safely
- Provide facilities for people with disabilities to enable them to participate in activities, e.g. installation of a hearing loop
- Deal with any complaints of discrimination promptly, impartially, thoroughly and confidentially
- Ensure all committee members are aware of the equal opportunities policy
- Review and monitor the policy annually



- Ensure people will be treated with dignity and respect; feelings and views will be valued regardless of the group to which they belong
- Ensure that no one will be harassed, abused or intimidated. Such incidents will be taken seriously and the committee will undertake investigations or any complaints quickly impartially, thoroughly and confidentially.

Date August 2026

Review: August 2027