

# **Pelham Hall Equal Opportunities Policy**

Pelham Hall is a community village hall and has charitable status. The original 1965 Trust document declared that the Hall and its land should be for the benefit of the inhabitants of the parish of Penallt and its immediate vicinity “without distinction of sex or of political religious or other opinions”.

## **Policy Statement**

In line with The Equality Act 2010, the Pelham Hall Management Committee has updated the purpose of this Policy to ensure that the use, hire of the facilities, management and interaction with users is carried out without discrimination, either directly or indirectly, on grounds of age, race, colour, nationality, ethnic origin, political, religious or other opinions, gender, marital status, sexual orientation, gender re-assignment, disability or on any other unjustifiable ground.

The Management Committee and users of Pelham Hall are required to comply with this Policy as are any employees or volunteers of the charity.

## **Responsibility of the Management Committee**

The Management Committee will promote and sustain equality of opportunity by:

- Ensuring that members, volunteers and users are made aware of Pelham Hall’s Equal Opportunities Policy;
- Investigating any instances of discrimination or harassment reported to it by members, volunteers or users;
- Taking prompt action to stop acts of discrimination or harassment where they are identified.

## **Users of Pelham Hall**

The Management Committee will act at all times without prejudice, favour or discrimination in deciding on requests for use and hire of the facilities.

## **Suppliers of goods and services to Pelham Hall**

In considering tenders for the supply of goods and services the Management Committee will make its decision on the basis of economic, specification, performance and timescale considerations, and contracts for goods and services will not impose prejudicial or discriminatory conditions on suppliers.

### **Implementation**

All users booking the facilities will have their attention drawn to this Policy and it will be published on the Penallt website. The Management Committee will make copies available on request to individual members, volunteers any appropriate agencies, organisations and partners.

### **Policy Review**

The Management Committee is committed to providing all-ability access to events at the Hall wherever this is practicable within the constraints of the premises and location. The Committee will work pro-actively towards providing access for all and review this statement and amend it as appropriate at the Annual General Meeting.

Pelham Hall Management Committee  
January 2017

