



Statement of Intent

The Bishop's Cleeve Village Hall charity opposes all forms of unlawful and unfair discrimination and aims to always act in accordance with the Equalities Act 2010. The purpose of this policy is to ensure all persons will receive equal opportunities in the use of and access to the Tithe Barn, and in the management of the Village Hall charity's affairs.

The policy applies to all people irrespective of, for example, their gender or gender reassignment, nationality, race or colour, ethnic or national origin, disability, age, sexual orientation, religion, creed or faith, marital status or social class, and subject only to the requirement of the Charity's Trust Deed that Trustees of the Charity must be over 18 years of age.

Trustees and users of the Tithe Barn are required to actively comply with this policy.

Equal Opportunities Policy

Users of Bishop's Cleeve Village Hall charity

Beneficiaries of the Village Hall charity (as defined by the Charity's Trust Deed) will have equal rights of access to, and use of, the facilities provided by the Charity, which will act at all times without prejudice, favour, or discrimination in deciding on requests for use and hire of the facilities.

The Trustees reserve the right to refuse admission and decline bookings based on age where they deem doing otherwise may result in damage to the Village Hall or disruption to other users.

Physical constraints on access for the disabled will be removed or mitigated as far as is reasonably possible.

Suppliers of Goods and Services to Bishop's Cleeve Village Hall Charity

In considering tenders for the supply of goods and services, the Charity will make its decision purely 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.

Tenants of Bishop's Cleeve Village Hall Charity

Applicants applying to lease any part of the Village Hall charity's land or premises will be treated fairly and without prejudice, favour, or discrimination, and the terms of the lease will not impose unfair or discriminatory practices on tenants.

Election of Trustees and Officers of Bishop's Cleeve Village Hall Charity

The election of Trustees, and of officers of the charity, will be open and conducted without prejudice, favour, or discrimination.



The Trustee's Commitment towards the Policy

This policy is fully supported by the Bishop's Cleeve Village Hall Trustees (the Volunteer Management Committee), who will take seriously any breaches of this policy. The Trustees will carry out an annual audit of the physical access requirements for its facilities, and will regularly review this policy to ensure its application is in line with current legal requirements.

Dispute Procedure

Breach of Policy Against an Individual

Any person or group claiming a breach of this policy must supply the details in writing to the Chair of Trustees, who will place the matter on the agenda for the next meeting of the Trustees (the Volunteer Management Committee). The Committee, taking into account all the evidence presented, will decide by a majority vote whether a breach of the policy has occurred, giving their reasons if the claim is not upheld.

The person or group making the claim of discrimination will be advised of the date and time of the meeting and will be invited to attend, and may speak in support of the claim if they wish.

In the event the claim is upheld, the Charity will correct the matter as soon as possible. It will monitor the status of the corrective action at each Committee meeting until the problem is resolved. The person or group making the claim will be notified as soon as the action is cleared.