



Equal Opportunities Policy

AVH acknowledges that the UK is diverse in culture, race, belief and religion, and believes that no individual group or 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 Committee acknowledges that members of these groups are often under-represented, exposed to prejudice and stereotyping, and suffer various disadvantages within our society.

The purpose of this policy statement is to set out clearly and fully the positive action that AVH 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 the individuals.

AVH is committed to providing equality of opportunity in all areas of its work. It aims to overcome discrimination on any grounds including those mentioned above. The Committee recognises that positive steps need to be taken to ensure equality of provision in areas of representation, service provision, membership and access and will take action to make this policy effective.

Our Aims

Our aim is to ensure that we become aware of discrimination and the problems it causes.

We commit to accept an individual or organisation's own definition of their status, and to respect this at all times.

We will challenge practises, legislation, individuals and institutions which seek to discriminate against or deny the rights of individuals or groups in any form.

We will seek to take positive action to address the inequalities in our society.

We are committed to the equal opportunities policy set out in this document, and will work to develop, improve and monitor it, and work with our users to do the same.

Code of conduct

AVH undertake that:

People will be treated with dignity and respect, regardless of the group(s) to which they belong

People's views will be valued and respected. Language or humour that people find offensive will not be used or tolerated.

No one will be harassed, abused or intimidated on the ground that they belong to a vulnerable group. Incidents of harassment will be taken seriously, and the AVH committee will undertake investigations of any complaints quickly, impartially and thoroughly.

Information about management of the hall, changes, hire and of public events will be disseminated in a variety of ways to ensure that all members of the community are not excluded.

All users of the hall will be encouraged to comply with this policy.

The Committee recognises 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, groups or the community. Any decision to decline a booking will be taken by the full Management Committee, and in consultation with other organisations where this is deemed necessary.

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

AVH is committed to providing and maintaining physical access to the hall and services, including ramped access, disabled toilet facilities, accessible doors and a hearing loop, and actively welcomes consultation from individuals and groups about how these facilities may be improved.

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