

THE COMMUNITY CENTRE YORKLEY EQUAL OPPORTUNITIES AND DIVERSITY POLICY

Introduction

The Community Centre Yorkley is community owned, and is registered charity and run by an elected Management Committee. The Centre exists for any member of the villages of Yorkley, Pillowell, Viney Hill and Oldcroft and the surrounding area to make use of via clubs, social groups, events and gatherings run by both the Committee and by independent groups and organisations. It is also available for hire to groups and individuals.

Scope

This policy applies to everyone associated with The Community Centre Yorkley Recreation Centre

Purpose

The Community Centre Yorkley and its volunteers and supporters are committed to valuing and promoting diversity in the provision of the facility and all the events organised in the Centre to benefit members of the community.

The Management committee will work towards an environment that is based on inclusiveness, where all users can benefit from the facility and the organised events to their full potential, irrespective of their race, gender, marital status, age, disability, religious belief, or sexual orientation.

Philosophy

Managing diversity is an effective way of dealing with equal opportunities issues.

It emphasises the benefits to the community that accrue from valuing the differences between people, in addition to complying with the law. As a charity we grasp the additional benefits generated by encouraging diversity. We are far more likely to enjoy new users from within the village and the wider community and encourage representatives to attend committee meetings and share in the running and management of the hall and to subsequently benefit by continuing to maintain the facility and provide events and initiatives locally.

Why is Diversity important?

It is essential that we attract people to benefit from our facility and its associated events for the positive rewards for the community and the future of the Centre.

The UK is an increasingly diverse society. In order to maximise the opportunities we can offer we should reflect and value that diversity in our planning and organisation, promotional activity and events delivery.

There are a number of laws that set out how people should act and the Equalities Act 2010 protects people who have a 'protected characteristic' (these used to be called 'grounds').

The relevant characteristics are:

- disability
- gender reassignment
- pregnancy and maternity
- race – this includes ethnic or national origins, colour and nationality
- religion or belief
- sex, and sexual orientation

Implementation

Trustees and Centre Representatives - their Responsibility

To value diversity in society as a means of broadening our user group and management committee, achieving the maximum we are able to for the Centre and the local community.

To not tolerate unacceptable behaviour, and foster an environment in which all users and Trustees are confident to raise concerns and have them dealt with quickly, sensitively and effectively.

To identify the various forms of behaviour and barriers that discrimination can take, and understand the negative effect these can have on the reputation of the Centre and the community.

To monitor the application of this Policy, preventing any discriminatory practices which may be limiting the Centre's ability to achieve its' aims, thereby enhancing our reputation as a fair and responsible provider and organiser in the eyes of its users and suppliers.

Individual Trustees, have a responsibility to support the aims of the Policy, and to ensure that the principles of Diversity are applied in their behaviour and dealings with others. Deliberate breaches of this policy will be addressed by the committee at the next scheduled committee meeting.

To comply with the letter and spirit of this policy.

Centre Users (included events organised by the Trustees) - their responsibility is:-

To be aware of the various behaviours and barriers that discrimination can take, and understand the negative impact these can have on the Centres reputation and its user's.

To be sensitive to the potential impact of their own behaviour on other users.

To seek clarification from a Trustee if they are unsure.

To co-operate with the Trustees in the prevention of any discriminatory practices that may be identified.

To comply with the letter and spirit of this policy

Procedure

The benefits and requirements of adopting the spirit of this policy should be seen in the following areas:

- Facilities provided by the Centre
- Planning of events
- Promotion of events
- Delivery of events
- Services and activities provided by external organisations
- Events or activities put on by independent hirers of the Centre

Every effort should be made to attract users from all sections of society.

Complaints

If any user or committee member believes that they have been unfairly discriminated against they should make a complaint to the Chairperson of the Trustees who will take the allegation very

seriously and conduct a thorough investigation. A complaint against the Chairperson should be made to the Centre Secretary.

Monitoring

The Trustees will maintain relevant minutes of decisions taken in the running of the Centre and events. It is the responsibility of all users and committee members to apply and monitor the application of the Diversity Policy on a day by day basis. Following a full investigation, the Trustees will review any potentially discriminatory practices identified and take what action they are able to prevent them going forward.

Alterations and Amendments to this Policy

This policy will be reviewed on an annual basis at the general meeting and amended where appropriate.

A successful Equality Diversity Policy requires the genuine commitment of all persons associated to The Community Centre Yorkley.

Adopted by the Management Committee on 1st July 2013