



Equal Opportunities Policy

We strongly believe that everyone, regardless of race, gender, marital or civil partnership status, sexual orientation, age, disability, gender reassignment, religion and belief, or pregnancy and maternity has the right to be treated with dignity and respect. As a local charity working for those who live in Somerleyton, Ashby and Herringfleet and the surrounding area, we are conscious of the importance of equality of opportunity and the promotion of good relations between members of different groups. We will do our utmost to ensure that there is no discrimination; within the Association, in the activities that we organise ourselves or in those activities organised by hirers and users of our facilities.

We are committed to:

- Promoting equal opportunities for all trustees, staff, hirers and users
- Promoting a harmonious environment in which all persons are treated with respect
- Preventing unlawful direct or indirect discrimination by having due regard of the requirements of the Equality Act 2010 and other legislation

Bookings will be taken without discrimination. **All hirers and users** must promote equal opportunities as indicated above without any discrimination.

We will monitor the application of this policy. Concerns and allegations regarding possible breaches of this policy should be reported to the Secretary, who will investigate them immediately and report to either the next scheduled meeting of the trustees or an emergency meeting if appropriate.

Breaches of this policy may result in disciplinary action for our staff and volunteers or termination of a booking for hirers.

This policy will be reviewed annually by the trustees and the review will be reported to the AGM.

This policy was adopted by the trustees on 30th September 2015