



ABERFFRAW VILLAGE HALL

EQUAL OPPORTUNITIES POLICY

Reviewed: 21.6.25

Next review due May 2027

Equal Opportunities Policy

Introduction

In line with [The Equality Act 2010](#), Aberffraw Village Hall accept and welcome that society consists of many diverse groups and individuals, and this diversity is an asset to the community; we also recognise that certain groups and individuals are discriminated against, and we are opposed to this.

Aberffraw Village Hall recognises that providing equal opportunities to all persons without discrimination is essential. This policy sets out Aberffraw Village Hall's position on equal opportunity in all aspects of its activities at all levels and to act fairly and prevent discrimination as defined by the Disability Discrimination Act 1995. We fully support the principle of equality of opportunity in full-time, part-time, sub-contracted and volunteer employment and the fulfilment of its objective as a community group.

We oppose all forms of discrimination on the grounds of language, race, colour, nationality, ethnic or national origin, religion, gender, marital status, sexual orientation, medical condition (including people living with HIV or AIDS), disability, responsibility for dependants and age (except when complying with age or other statutory requirements) or political affiliation. It is in the best interest of Aberffraw Village Hall to ensure that the attributes, talents and skills available throughout the community are recognised when employment, volunteer and/or development opportunities arise.

Every possible step will be taken to ensure that any potential beneficiaries of Aberffraw Village Hall's activities are all treated equally and fairly and that all decisions related to development, grant support and development opportunities are based solely on objective criteria. Through this, we will ensure the most effective use of all our resources and dispose of them in a manner which provides equitable access to the beneficiary community. To this end, the overriding principle is that the best applicant should fill vacancies and that beneficiaries in the economic community should be selected according to merit.

Aberffraw Village Hall's board has prepared this document as a commitment and statement of its intent. This policy will be reviewed annually to ensure effective implementation and compliance with new statutory acts.

Board Members are responsible for ensuring that this policy is always adhered to.

Definition of Discrimination

- Discrimination can be direct or indirect. Both forms of discrimination must be avoided.
- Direct discrimination occurs when one person is treated less favourably than another on grounds relating to sex, race, marital status, age, disability, sexual orientation or religion.
- Indirect discrimination occurs where a requirement is imposed which can be complied with by a smaller proportion of persons of a particular sex, race, marital

status, disability, age, part-time or fixed term contract status, sexual orientation or religion than persons in another group and which is not objectively justifiable in the given situation.

Statement of policy

- It is the policy of Aberffraw Village Hall to ensure that no person receives less favourable treatment on the grounds of sex, race, marital status, disability, age, part-time or fixed term contract status, sexual orientation or religion, or is disadvantaged by conditions or requirements that cannot be shown to be justifiable. Aberffraw Village Hall is committed to its legal obligations and the positive promotion of equality of opportunity in all aspects of employment.
- All members of Aberffraw Village Hall will be made aware of the provisions of this policy.

Responsibility

The overall responsibility for ensuring the effective implementation of the Aberffraw Village Hall Equal Opportunities policy is assigned to the Chairman. This responsibility includes ensuring that all staff, volunteers and workers are notified of the details of this policy and are aware of its implications through the provision of appropriate training.

All line managers are responsible for promoting equality of opportunity and should ensure that their procedures and practices comply with the provisions of this Equal Opportunities policy. The performance and example of managers are crucial to improving opportunities for all.

Individual volunteers, staff and workers at all levels are responsible for ensuring equal opportunity is consistently provided in all Aberffraw Village Hall's employment practices and activities.

- Everyone involved with Aberffraw Village Hall will be treated with dignity and respect regardless of language, race, colour, nationality, ethnic or national origin, religion, gender, marital status, sexual orientation, medical condition (including people living with HIV or AIDS), disability, responsibility for dependants and age (except when complying with age or other statutory requirements) or political affliction.
- At all times, people's feelings will be valued and respected. Offensive language or humour, i.e. sexist or racist, will not be tolerated.

Recruitment and selection

Aberffraw Village Hall will strive to:

- Ensure that everyone is recruited based on ability and other objective-relevant criteria.
- Work towards ensuring that its workforce better represents all sections of society through recruitment.

- Ensure that it communicates job opportunities to all community sections, ensuring that it does not discriminate against or discourage applications from any community.
- Ensure that all involved in the recruitment selection are trained on equality issues.
- Use appropriate legislation as a framework for action to support the recruitment process positively.
- Offer fair terms and conditions of employment to staff and volunteers.

Training and organisational development

Aberffraw Village Hall will:

- Seek to ensure that all staff and volunteers are developed by providing appropriate and accessible learning opportunities in line with Aberffraw Village Hall's and individual needs.
- Ensure that vacancies are open to existing staff and volunteers
- Ensure equalities training is provided in its overall training and Aberffraw Village Hall's development programme.

Monitoring and Evaluation

Monitoring will be carried out to measure the effectiveness of the Aberffraw Village Hall Equal Opportunities policy, check that the policy is working, and act as a basis for future plans.

This will be done by:

- Monitoring recruitment and selection procedures to ensure discrimination is not occurring.
- Checking the representation of applicants.
- Checking the representation of Aberffraw Village Hall's workforce, both voluntary and employed

Disciplinary

Everyone should be aware that whilst Aberffraw Village Hall can be held liable in law for acts of discrimination committed by anyone working within the group, staff and volunteers too could be held personally liable in law for acts of discrimination, which they commit, authorise, contribute to, or condone concerning other staff, volunteers and members of the public.