



Farningham Village Hall

Equal Opportunity Policy

v4 of 27.02.23

Statement of Intent

The purpose of this policy is to ensure all those living in the Parish of Farningham and all those qualifying as beneficiaries of the Village Hall Charity as defined by the Charity's Trust Deed, will receive equal opportunities in the use of, and access to, the Village Hall, and in the management of the Village Hall charity's affairs. Trustees and users of the Village Hall are required to comply with this policy.

The **characteristics** that are protected by the Equality Act 2010 are:

- age
- disability
- gender reassignment
- marriage or civil partnership (in employment only)
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

Users of Farningham Village Hall will have equal rights of access to, and use of, the facilities provided by the Charity, which will strive to act at all times without prejudice, favour, or discrimination in deciding on requests for use and hire of the facilities. Physical constraints on access for persons with disability will be removed or mitigated as far as is reasonably possible.

Election of Trustees and Officers of Farningham Village Hall Committee.

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 Farningham 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 its Equal Opportunities Policy to ensure its application is in line with current legal requirements.

Dispute Procedure – See Complaints Policy

To download an online copy of the **Equality Act 2010: What do I need to know? A summary guide to your rights**, click on [Equality Act 2010: What do I need to know \[210 kb\]](#).