

# Wymondham Central Hall

Registered Charity no 292505

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## ***Equal Opportunities Policy***

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- 1 This document sets out a commitment by Wymondham Central Hall Committee (WCH) to combat direct and indirect discrimination.
- 2 **Equal Opportunities Statement**  
WCH is fully committed to the active promotion and practice of equal opportunities, both as an employer of staff and volunteers and as a provider of services. We oppose all forms of unfair discrimination on the basis of differences including race, colour, nationality, ethnic or national origin, gender, marital status or caring responsibility, sexuality, age, physical or mental health, political belief, religion, class, HIV status, employment status or unrelated criminal conviction.
- 3 It is the joint responsibility of trustees, committee members, employees and all other volunteers associated with WCH to implement and follow this Equal Opportunities Policy.
- 4 WCH recognises that certain groups in society currently suffer discrimination and are denied equality of opportunity. WCH is committed to opposing all forms of discrimination within the organisation.
- 5 WCH recognises that the UK is a multicultural society and believes that cultural diversity positively enriches our lives. WCH recognises that everyone has a contribution to make to our society and a right to equal treatment. WCH aims to ensure that no job applicant, staff member, volunteer, organisation or individual to whom we provide services will be discriminated against.
- 6 As an employer, WCH will take every possible step to make sure that individuals are treated equally and fairly and that decisions on recruitment, selection, training provision and career management are based solely on objective, job-related criteria. WCH will not discriminate by imposing any conditions or requirements which cannot be shown to be justifiable.
- 7 WCH recognises that a policy will not, of itself, provide equality of opportunity. It is therefore committed to implementing a positive programme of action to make this policy fully effective and ensure that any groups, organisations or individuals involved in its activities actively promote the policy in their work.
- 8 **Legislative framework**  
Our policy is written within the framework and guidance of the following legislation:  
*Equal Pay Act 1970 as amended*  
*Sex Discrimination Act 1975 as amended*  
*Race Relations Act*  
*Rehabilitation of Offenders Act 1974*  
*Disability Discrimination Act 1995*  
*Part-time Workers (prevention of less favourable treatment) Regulations 2000*

*Approved and accepted by Wymondham Central Hall Management Committee  
4 November 2010*