

# **Petersfield Community Association**

## **Equal Opportunities Statement of Intent**

Petersfield Community Association (PCA) acknowledges that the United Kingdom is diverse in culture, race beliefs and religion and believes that no individual or group of people should receive less favourable treatment on the grounds of gender, age, colour, race, nationality, racial or national origins, cultural heritage, disability, marital status, social background, sexual orientation or geographical location.

The purpose of this statement is to set out clearly the positive action that PCA intends to take to combat direct and indirect discrimination in employment policy, management of the organisation, relationships with other bodies, and the services it provides.

PCA is committed to providing equality of opportunity in all areas of its work. It aims to overcome discrimination on the grounds mentioned above. The Equal Opportunities Policy will be implemented ensuring equality of provision in representation, service provision, appointment of staff and their conditions of service and access.

## **The Equal Opportunities Policy and Code of Practice**

PCA acknowledges the definitions of various groups of people who are vulnerable to discrimination as set out in the Equality Act 2010. The committee will support and implement the legislation and will work to ensure that no person protected by the legislation is discriminated against unlawfully, and that any positive obligations and duties are performed.

Petersfield Community Association will

- where reasonably practical, improve accessibility by removing barriers which make it difficult for people with disabilities to use the hall.
- provide facilities for people with disabilities to enable them to participate in activities e.g. the installation of an induction loop.
- ensure that the design of publicity and information take account of the needs of people with disabilities e.g. language used, print size.
- deal with any complaints of discrimination promptly, impartially, thoroughly and confidentially.
- ensure all staff, hirers and committee members are aware of hall's policy on equality.
- ensure that the equal opportunities policy is monitored and reviewed.
- challenge racism in any form and encourage its users to do the same.
- challenge sexist policies, practices and attitudes (including policies, practices and attitudes which may relate to sexual orientation and gender re-assignment)
- challenge age discrimination in policies, procedures and attitudes
- endorse the right of each individual to his or her own religious belief or the absence of a belief.

## **The Code of Conduct**

1. People will be treated with dignity and respect regardless of the group to which they belong.
2. People's feelings and views will be valued and respected. Language or humour that people find offensive will not be used or tolerated, e.g. racist jokes or derogatory terminology.
3. No one will be harassed, abused or intimidated on the grounds that they belong to a vulnerable group. Incidents of harassment will be taken seriously and the committee will

undertake investigations of any complaints quickly, impartially, thoroughly and confidentially.

4. Nothing defamatory or discriminatory will be published or posted online.

Date adopted:

Date Last Reviewed: