



Bagworth Community Centre

<h1>Equal Opportunities Policy</h1>	Date reviewed:	March 2019
	Next review due:	March 2022
	Approved by:	R Austin
	Signed by:	RAE
	Date:	20.03.19

This policy should be read in conjunction with the Trust's Articles of Association which are available via our website.

Bagworth Community Centre Trust (2013) Limited (BCCT (2013) Ltd) is committed to this equal opportunities policy and its practice and will ensure that all trustees, volunteers, employees, facility hirers and service users, both actual and potential, are treated equally and as individuals regardless of age, disability, ethnic or national origin, gender, marital or parental status, political belief, race, religion or sexual orientation.

This equal opportunities policy will be implemented across all aspects of the organisation's work in:-

- the appointment of trustees and officers;
- the appointment of staff;
- all dealings with volunteers, trustees and members of the public.

It is everyone's responsibility to adhere to this policy; trustees, volunteers and others associated with the organisation. A copy is available via our website.

In implementing this policy BCCT (2013) Ltd will take account of existing legislation relating to equal opportunities.

1. Committee

BCCT (2013) Ltd will aim to ensure that the Committee of the organisation (comprising the trustees of the charity) is representative of the membership and that no trustee, or applicant to that position, receives less favourable treatment than another on grounds of age, disability, ethnic origin, marital or parental status, political belief, religion, race, gender or sexual orientation.

The Committee will be responsible for ensuring that this equal opportunities policy is properly implemented, monitored and reviewed. The Committee will also deal with any related complaints or allegations of discrimination.

2. Volunteers

BCCT (2013) Ltd will ensure that no volunteer receives less favourable treatment than another on grounds of age, disability, ethnic origin, marital or parental status, political belief, religion, race, gender or sexual orientation.

Volunteers working with the organisation will be informed of this equal opportunities policy and will receive training on equal opportunities issues as appropriate.

3. Employees

BCCT (2013) Ltd is committed to following open recruitment and selection procedures and wherever possible all vacancies will be advertised and fair and equitable selection processes will be followed.

BCCT (2013) Ltd will ensure that no employee receives less favourable treatment than another on grounds of age, disability, ethnic origin, marital or parental status, political belief, religion, race, gender or sexual orientation.

BCCT (2013) Ltd will ensure that the changing and developing needs of employees are recognised and that appropriate adjustments are made to working conditions and/or suitable training is provided.

4. Public and Service Users

BCCT (2013) Ltd aims to make its buildings and activities open and welcoming to as wide a range of the public as possible and in order to achieve this will take steps to remove barriers which prevent potential participants, members and users from having equal access to the organisation's activities. This will include:

- providing facilities for disabled people to enable them to participate fully in activities;
- ensuring that the design of publicity material takes account of the needs of disabled people in terms of print, format and information on access;
- encouraging and enabling people from under-represented groups to participate in activities.

Date Written: July 2013

Last Reviewed: March 2019

Next Review: March 2022

Adopted at a trustees meeting held on 20.03.2019

Bagworth Community Centre
Station Road
Bagworth
Leicestershire
LE67 1BJ

www.bagworthcommunitycentre.org

Registered Charity Number: 1155947