



South Brent Old School Community Centre Equal Opportunities Policy

The Old School Community Centre is committed to eliminating discrimination and encouraging diversity in our organisation. Our aim is that our Trustees, employees, users and volunteers will be truly representative of all sections of society and that each person feels respected and able to give of their best.

To that end, the purpose of this policy is to provide equality and fairness for all in the organisation and not to discriminate on grounds of gender, marital status, race, ethnic origin, colour, nationality, national origin, disability, sexuality, religion or age. We oppose all forms of unlawful and unfair discrimination.

All people will be treated fairly and with respect. Selection for employment, use of our services, volunteering, fund raising, promotion, training or any other activity of the organisation will be assessed under the guidance of this policy. People will be helped and encouraged to develop their full potential and the talents and resources of the people within the organisation will be fully utilised to maximise the efficiency and successful outcomes of the group.

Our commitment:

- To create an environment in which individual differences and the contributions or needs of all our trustees, staff, volunteers and users is recognised and valued.
- Every employee or volunteer is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- Training and development are available if deemed necessary.
- Equality within the organisation is good management practice and makes sound business sense.
- We will review all our practices and procedures every three years, to ensure fairness
- Breaches of this policy by employees, volunteers, trustees, licensees or users of the Centre will be regarded as misconduct and could lead to disciplinary proceedings or other appropriate sanctions.
- This policy is fully supported by trustees.
- We will implement the intentions of this policy through our activities.

Policy Review / Update Procedure

This Version Approved by Trustees:	May 2025
Next Review Due: This document should be reviewed every three years or: <ul style="list-style-type: none"> • following any changes in relevant legislation or regulations, or; • when any incident has occurred or feedback reported relating to this policy. 	May 2028
Version	1.0
Person(s) responsible for updating	Michelle Parton, Rik Meek, Sheila Alexander