

Kirkby-in-Furness Community Centre Equal Opportunities Policy

1 Statement of policy

The aim of this policy is to communicate the commitment of the Community Centre Committee to the promotion of equality of opportunity in all aspects of Kirkby Community Centre.

It is our policy to provide equality to all, irrespective of:

- Gender, including gender reassignment
- Marital or civil partnership status
- Having or not having dependants
- Religious belief or political opinion
- Race (including colour, nationality, ethnic/national origins, being a Traveller)
- Disability
- Sexual orientation
- Age.

We are opposed to all forms of unlawful and unfair discrimination.

All volunteers, users, employees and contractors of the Community Centre will be treated fairly and will not be discriminated against on any of the above grounds.

Decisions about membership or any other benefit will be made objectively and without unlawful discrimination.

We recognise that the provision of equal opportunities in the sports and leisure sphere is not only good practice, it also makes sense. Our equal opportunities policy will help all those who use, or work for, the Community Centre, to develop their full potential, and the talents and resources of all will be utilised fully to maximise the effectiveness of the organisation.

2 To whom does the policy apply?

This policy applies to all those who use the facilities of, or work for (or apply to work for), the organisation, whether as volunteers or on a paid basis.

3 Equality commitments

We are committed to:

- Promoting equality of opportunity for all persons
- Promoting a good and harmonious environment in which all persons are treated with respect
- Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation
- Fulfilling all our legal obligations under the equality legislation and associated codes of practice
- Complying with our own Equal Opportunities Policy and any associated policies
- Taking lawful affirmative or positive action, where appropriate
- Regarding all breaches of this equal opportunities policy as misconduct which could lead to disciplinary proceedings.

This policy is fully supported by the Community Centre Committee and has been agreed with all sports sections belonging to the Community Centre.

4 Implementation

The officers of the Community Centre have specific responsibility for the effective implementation of this policy.

Each committee member also has responsibilities, and we expect all centre users to abide by the policy and help to create the equality environment which is its objective.

In order to implement this policy the following shall apply:

- Communicating the policy to all users and relevant others (such as contract workers)
- Incorporating equal opportunities into meetings as necessary
- Obtaining commitments from other persons or organisations, such as subcontractors or agencies, that they too will comply with the policy in their dealings with our organisation
- Ensuring that adequate resources are made available to fulfil the objectives of the policy.

5 Monitoring and review

We will document any issues arising and take necessary action under the Community Centre Equal Opportunities Policy.

The effectiveness of our Equal Opportunities Policy will be reviewed at the Annual General Meeting and action taken as necessary.

6 Complaints

Community Centre users who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter by contacting any officer of the Community Centre. All complaints of discrimination will be dealt with seriously, promptly and confidentially.

Every effort will be made to ensure that Centre users who make complaints will not be victimised.

Any complaint of victimisation will be dealt with seriously, promptly and confidentially

.

Date: ...November 2020 Next Review due:November 2021....

Signature: Chair

Signature: Secretary

Signature: Treasurer

A copy of approved document to be sent to all Sports Clubs Secretary's