

Equal Opportunities Policy

1. Aims of OSCR

In line with Rugby Borough Council's Corporate Strategy, OSCR aims to support members of our community to live healthy, independent lives, to improve well-being within the area, to encourage healthy and active lifestyles and to support rural development. OSCR Trustees will oversee the construction of a purpose built community venue and take responsibility for its organisation and running.

2. Declaration of Intent

- OSCR's Board of Trustees is committed to taking positive action to fight unlawful discrimination in every aspect of its work.
- OSCR is an equal opportunities organisation. The aim of its equal opportunities policy is to ensure that no user, Trustee, member of staff or volunteer, receives less than equal treatment on the grounds of race, colour, ethnic or national origin, religion, gender, gender reassignment, sexual orientation, marital status or civil partnership, pregnancy or maternity, disability(physical or mental), or age nor should they be disadvantaged by requirement. The building has been designed to be fully accessible to anyone with a disability or needing to use a wheelchair. All Trustees will strive to redress any imbalance that may become evident.
- OSCR's Trustees will monitor and review the composition of the Board with the aim of promoting a broad-based representation.
- The Board of Trustees is responsible for the policy's implementation.

3. The Scope of This Policy

This policy applies to:

- a) All aspects of promotional, educational, and campaigning functions of OSCR.
- b) Staff, volunteers, Trustees and partner organisations. OSCR's Board of Trustees would expect OSCR users to concur with and actively promote these objectives.

4. Implementation

Policies, procedures and practices will be undertaken strictly in accordance with all other relevant legislation not least the Equality Act 2010.

5. Equal Opportunity Policy In Service Delivery

OSCR's Board of Trustees is committed to ensuring inclusion and equality of access to all its services. The Trustees will take action to provide genuine equality of opportunity to counter any past discrimination and to monitor the outcome.

They will aim to ensure that no sector of the community shall be denied access or receive a poor service on the grounds of diversity, age, race, gender/gender identity, disability, sexual orientation, marital status, maternity or pregnancy, ethnicity or religious belief.

Sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment and have no place in OSCR.

The Trustees will aim to ensure that all its activities will be provided in line with this anti-discrimination policy. In order to promote equality of access they will encourage the centre users and groups to ensure:

- Services are based on consultation with those who receive the services and positive steps are taken to include excluded groups in decision making.
- Services are flexible and responsive to the changing needs in the community.
- Information on services is widely available and where necessary targeted to ensure maximum awareness of provisions.
- Systems are developed to audit and monitor service delivery and consumer satisfaction.
- An accessible complaints procedure is developed to ensure against discrimination or harassment in service allocation and delivery.
- Positive action programmes will be developed to target the needs of usually excluded groups.
- In advertising and publicity OSCR will be presented as an organisation committed to promoting equality of access to community services.

6. Dealing with discrimination and harassment

- If anyone feeling they have been discriminated against they should raise this with the Trustees.

- The Trustees will investigate the complaint, listening to all members involved. If the complaint is against a Trustee that person will not be part of conducting the investigation.
- If the complaint is against a particular individual, this person will have the opportunity to express their point of view, accompanied by a friend. The person making the complaint will also have this opportunity.
- If the complaint is against OSCR as a whole, the Trustees must work to ensure that such discrimination is not repeated in the future, and must give information of how they propose to do this.
- The Trustees will support people who feel they have been harassed or discriminated against, and will not victimise or treat them less well because they have raised this.
- If a complaint is upheld the perpetrator may be excluded from using the Harborough Magna village hall.
- The Trustees may also exclude anyone who actively contravenes this policy from using the Harborough Magna village hall.

7. Review

OSCR's Board of Trustees will monitor and review the effectiveness of this equal opportunities policy on an annual basis.

8. Information

OSCR's Board of Trustees will inform their users of this policy and make it available to hirers, any member of the general public or village hall user group.

Document History

Revision	Date	Comments	Review Date
Rev1	17/05/20		17/05/21