



Equal Opportunities Statement

February 2026

You need to be aware that the Ellingham Village Hall is committed to the principle of equal opportunity in employment and participation in any activity

Accordingly, management will ensure that recruitment, selection, training, development and promotion procedures result in no job applicant, employee or volunteer receiving less favourable treatment because of a protected characteristic i.e. race, colour, nationality, ethnic or national origin, religion or belief, disability, trade union membership or non-membership, sex, sexual orientation, pregnancy and maternity, gender reassignment, marriage/civil partnership, age, or on the basis of being a part-time or fixed term worker. The Organisation's objective is to ensure that individuals are selected, promoted and otherwise treated solely on the basis of their relevant aptitudes, skills and abilities. Management has the primary responsibility for successfully meeting these objectives by:

- not discriminating in the course of employment against employees or job applicants or actions by volunteers
- not inducing or attempting to induce others to practise unlawful discrimination; and
- bringing to the attention of employees that they will be subject to action under the Disciplinary Procedure for unlawful discrimination of any kind.

You can contribute by:

- not discriminating against any employees, customers, clients, suppliers, volunteers or members of the public with whom you come into contact during the course of your duties or participation
- not inducing or attempting to induce others to practise unlawful discrimination; and
- reporting any discriminatory action to a trustee on the Village Hall Committee..

The successful achievement of these objectives necessitates a contribution from everyone and you have an obligation to report any act of discrimination known to you.

Gustav MacLeod - Chair of Ellingham Hall Committee