

Gamlingay Community Centre

Equal Opportunities Policy & Procedures



The trustees and management of Gamlingay Community Centre (GCC) also known as The Eco Hub, acknowledges that the United Kingdom is diverse in culture, race, beliefs, religion and ability, we believe that no individual or group of people should receive less favourable treatment on the grounds of gender, age, colour, nationality, racial or national origins, cultural heritage, ability, marital status, social background, sexual orientation or geographical location. We acknowledge that members of these groups are often under-represented, exposed to prejudice and stereotyping, and suffer various disadvantages with our society.

The purpose of this Policy Statement is to set out clearly and fully the positive action that GCC intends to take to combat direct and indirect discrimination in employment policy, management of the organisation, relationships with other bodies, and the services it provides to the community, community organisations and individuals.

GCC is committed to providing equality of opportunity in all areas of its work. It aims to overcome discrimination on the grounds mentioned above. The Committee recognises that positive steps need to be taken to ensure equality of provision in areas of representation, service provision, membership and access and will take action to make this policy effective.

The Aims of the GCC

Our aim is to ensure that we become aware of discrimination and the problem it causes.

- GCC will challenge practices, legislation and institutions, which seek to discriminate against or deny the rights of individuals or groups in any form.
- GCC will seek to take positive action to address the inequalities in our society.
- GCC is committed to the equal opportunities policy set out in this document and will work to develop, improve and monitor it.
- GCC will ensure all staff, hirers and committee members are aware of this policy on equal opportunities.

Gamlingay Community Centre is a company limited by guarantee
registered in England & Wales number 7343640.
It is also a registered charity number 1137588.

Registered office: The Eco Hub, Gamlingay, Sandy, Beds. SG19 3JR

19 August 2025 | V2.0

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Policy Statement

Legislation

GCC trustees and management acknowledge the definitions of various groups of people who are vulnerable to discrimination as set out in the relevant legislation. GCC will support and implement the legislation and will work to ensure that no person protected by the legislation is discriminated against unlawfully, and that any positive obligations and duties are performed.

GCC gives the following specific commitments:

- Disabled – GCC recognises that the legislation applies to persons who are not apparently disabled or ill. Where reasonably practical, GCC will aim to widen accessibility by removing barriers which make it difficult for people with disabilities to use the hall and provide facilities for people with disabilities to enable them to participate in activities. See Appendix 1
- Age - GCC believes that people of all ages have skills experiences and ideas, which are equally valid, and have valid needs, expectations and aspirations.
- Ethnic Minorities - GCC will be alert to any implications of its services and actions for potential unlawful discrimination. GCC will challenge racism in any form and will encourage its users to do the same.
- Gender and Sexual Orientation - Sexist policies, practices and attitudes (including policies, practices and attitudes which may relate to sexual orientation and gender re-assignment) will be challenged, and users will be encouraged to do the same.
- Religion and Belief - GCC endorses the right of each individual to his or her own religious beliefs or the absence of a belief.

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The Code of Conduct

- People will be treated with dignity and respect regardless of the group to which they belong.
- People's feelings and views will be valued and respected. Language or humour that people find offensive will not be used or tolerated, e.g. racist jokes or derogatory terminology.
- No one will be harassed abused or intimidated on the ground that they belong to a vulnerable group. Incidents of harassment will be taken seriously, and the GCC trustees and management will undertake investigations of any complaints quickly, impartially and thoroughly.
- GCC trustees will review this equal opportunities policy annually.

Signed

Dated

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Appendix 1

Examples of recent enhancements by GCC to The Eco Hub to support this policy:

- **Inclusion** – GCC trustees are encouraged from all ages and abilities to encourage a balanced representation from the community.
- **Website and Social Media** – is designed to be accessible, e.g. for screen readers or easy navigation.
- **Induction loops** – are installed and regularly tested and maintained throughout the building.
- **Blue badge parking** – is available nearest to the entrance.
- **Building access** – is provided via ramps and also by steps which have reflective painted edges.
- **Automated doors** – currently on order to enhance access to the building.
- **Signage** – large clear signs, e.g. to toilets (including two separate disabled toilets).
- **Charges** – GCC are non-profit making, but in addition have a range of reduced prices for different categories of user to enable a wide range of community groups and charities to utilise the spaces.
- **Management and trustee training** – is undertaken to ensure GCC are up to date with issues like safeguarding of all types, first aid and most recently Covid policies and procedures.

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