

# THE VICTORIA INSTITUTE

Registered Charity Number: 521068



## POLICY STATEMENT ON EQUAL OPPORTUNITIES

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## 1 Declaration of Intent

- The Council of Management of the Victoria Institute is committed to promoting equality of opportunity for all, regardless of nationality, ethnic or national origin or race, colour, gender, disability, age, marital status, sexual orientation or religion.
- The Council will endeavour to be an equal opportunities employer and this policy will extend to volunteers carrying out village hall/community centre work and the recruitment of committee members/trustees.
- The Council will work to ensure as far as possible that the Victoria Institute facilities are suitable and accessible to everyone who needs them regardless of their circumstances.

## 2 Objectives

- To ensure that no potential job applicant or employee receives less favourable treatment nor is disadvantaged by conditions or requirements which cannot be shown to be justifiable.
- To ensure that all employees and volunteers behave in a non-discriminatory way to members of the public and any person in the Victoria Institute.
- To increase the Council's awareness of the need of all sections of the community to enable us to carry out our intention (set out above) to make reasonable adjustments to the Victoria Institute, in an endeavour to make it suitable and accessible to all.
- To encourage all Hirers of the Victoria Institute to behave in a non-discriminatory way to all members of the public and other person in the Victoria Institute.

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Registered Charity Number: 521068

Funders:

Big Lottery

Awards for all

Post code lottery

Cottam trust

Thrive Renewables

Flood relief fund

The Co-operative Group Ltd

Asda

Station Hotel, Caton

Trustees:

Please see our website:

<http://www.victoria-institute.org.uk/contact>