

Emneth Playing Field Committee (Charity no. 802015)

Equality Policy

1 Constitution

The governing document for Emneth Playing Field Committee (EPFC) as registered with the Charity Commission is its lease dated 9 June 1989 from Emneth Parish Council which stipulates terms and conditions for leasing the Playing Field and prescribes arrangements for internal governance.

2 Equality policy statement

Emneth Playing Field Committee (EPFC) is committed to equality of treatment and opportunity and avoidance of discrimination for all users of the Playing Field and its facilities and will comply with all relevant legislation and any guidance issued by the Equality and Human Rights Commission and other relevant bodies.

3 Why EPFC has made this policy

EPFC has made this policy:

- Because EPFC recognises that it has a duty to provide equal opportunities for all users of the facilities at the Playing Field.
- Because EPFC recognises that in the provision of facilities and services at the Playing Field it has a duty to prevent unlawful discrimination on the grounds of disability, gender reassignment, pregnancy and maternity (including breastfeeding), race, religion or belief, sexual orientation.

4 How this policy applies

EPFC will apply this policy:

- to the direct provision of facilities and services to users and hirers;
- to the planning and design of new facilities.

5 How EPFC will fulfil its equality responsibility

EPFC will introduce:

- equality guidelines;
- a procedure for reporting and taking action on this policy and its guidelines;

and will keep these under review and up to date.

6 Legislation and guidance

In framing this policy EPFC aims to comply with all relevant legislation and with appropriate guidance issued by the Equality and Human Rights Commission and other relevant bodies and in particular has updated it in the light of the Equality Act 2010.

Equality guidelines

EPFC has approved the following guidelines for the operation of its Equality Policy:

1 Accessibility

So far as is reasonably practicable, the provision of facilities and services at the Playing Field (including the design of new facilities) shall include consideration of the needs of a wide range of users in terms of ages, abilities and disabilities.

2 Physically disabled people

We will take account of accessibility requirements and make every reasonable effort to encourage use of facilities by the disabled and provide support and assistance where appropriate.

3 Other disabilities

Every reasonable effort will be made to encourage use by other disabled categories such as the blind or partially sighted, the deaf and people with severe learning difficulties provided it does not constitute a risk to other users. Every reasonable effort will be made to provide support and assistance.

4 Children

We recognise the rights of children as enshrined in Article 31 of the United Nations Convention of Children's Rights and the Government's commitment to *Every Child Matters*.

5 Management and use of Playing Field

EPFC shall provide in its terms and conditions for the hire and use of facilities that user organisations must ensure that:

- no individual is treated less favourably than others on grounds of age, race, colour, nationality, gender, disability, religion or sexual orientation;
- no individual is expected on any of the grounds stated above to comply with any requirements that are different from or more onerous than requirements for others.

6 Avoidance of unlawful discrimination

EPFC will not tolerate:

- the victimisation or harassment of any individual (which shall be regarded as discrimination);
- any other act or omission which has the effect of disadvantaging an individual on any of the grounds stated above.

7 Reviews

EPFC will keep its Equality Policy and related guidelines and procedures under constant review. At the first meeting in each year, EPFC will formally decide whether or not any changes to these are needed.

Updated December 2010