

The Garron Centre, Llangarron, HR9 6NJ

Equal Opportunities Policy

The Llangarron Community Association Trustees and Management Committee are opposed to all forms of discriminatory attitudes.

We recognise that such practices may be open or hidden, intentional or unintentional and may operate on an individual or institutional level.

Every effort will be made to prevent any discrimination against LCA staff, volunteers or users of the Garron Centre / other LCA services on grounds of their age, ethnicity, cultural background, gender, religious beliefs or health.

Notwithstanding the above, the LCA Trustees and Management Committee reserve the right to decide on suitable use of the community space provided by the Garron Centre.

Equal Opportunities Implementation

The LCA recognises that passive policies will not in themselves provide equality of opportunity and acknowledges that specific strategies are needed to ensure that the service is fully accessible to all potential users in the local community.

As far as possible, areas used for meetings and other events within the Garron Centre will be accessible to people with disabilities.

Where a user feels that they have encountered discrimination by any Trustee, member of the Management Committee or other Garron Centre staff member or volunteer, their complaint will be dealt with immediately.

The LCA Management Committee will monitor the operation of this policy, and regularly review the services provided by the LCA to ensure that there are no procedures, practices or barriers which discriminate against users or employees. The monitoring process will include:

- A regular review of use made of The Garron Centre by disadvantaged groups
- Monitoring and assessment of feedback from users of the Garron Centre to identify any perceived discrimination
- Identification of potential areas of direct or indirect discrimination, which could lead to under-use of The Garron Centre by certain groups or individuals

Policy Review

This policy will be reviewed every two years.

Approval

Approved by the LCA Management Committee, 1st February 2021.