

Maulds Meaburn Village Institute Equal Opportunities Statement

Maulds Meaburn Village Institute is committed to promoting equal opportunity and will work towards the elimination of all forms of direct and indirect discrimination in its management practices, policies and procedures, its committee structures and in the services it provides to all users.

Maulds Meaburn Village Institute aims to use non discriminatory statements, images and messages in its promotional material and will ensure that language used is inclusive and appropriate. It will aim to ensure that users of MMVI facilities and services are treated equally and not subject to behaviour which causes them to feel intimidated, offended or humiliated because of a protected characteristic under The Equality Act 2010, and subsequent legislation.

Maulds Meaburn Village Institute will seek to ensure that:

No prospective user of Institute facilities or services receives less favourable treatment on the grounds of age, disability, gender reassignment, marital status, pregnancy, race, religion or belief, sex or sexual orientation.

The institute will try to use gender neutral terminology. And will actively challenge discrimination at all times in the facilities.

No prospective user of the Institute is placed at a disadvantage by requirements or conditions which have a disproportionately adverse effect because of their age, disability, gender reassignment, marital status, pregnancy, race, religion or belief, sex or sexual orientation.

The Trustees of Maulds Meaburn Village Institute will be responsible for the monitoring and implementation of this statement.

Statement originally adopted at AGM October 2011, subsequently revised and updated.

Signed: **Pete Button**

Position: Chair

Date: 15/01/2026

Review Date: Jan 2027

(for and on behalf of the management committee)

MMVI Policy July 2013, reviewed 2014, 2015, 2019, 2022, Jan 2026.