

Nympsfield Community Pub Limited

Equal Opportunities Policy

Approved by the Management Committee (08/10/25)

Version	Date	Details
1	07/10/25	First version

1. Introduction and Purpose

Nympsfield Community Pub Limited (NCPL) believes that every individual is valuable and that everyone should have equal access to the Rose & Crown Inn.

In achieving our objectives, NCPL is committed to:

- acting openly, fairly and without prejudice
- promoting equality by reaching out to disadvantaged groups of people
- promoting and celebrating cultural diversity

This policy sets out the main ways that we aim to uphold these values and fulfil these commitments.

The tenant shall be expected to implement an equal opportunities policy. A copy of this policy will be given to the tenant and will be available on NCPL's website.

2. Preventing Discrimination

We will respond openly, fairly and without prejudice to all people who wish to take up the opportunities we have to offer as a landlord of a community-owned pub. In making decisions and carrying out our work we will not discriminate against anyone on the basis of their:

- age
- skin colour
- disability
- employment status
- income level
- gender
- marital or relationship status
- race
- religion
- sexuality
- any other unfair grounds that derive from a person's social status or identity

3. Promoting Equality

In developing the pub as a community venue, we will take various factors into account including the views, needs and capacity of our members, our volunteers and the staff and customers of the Rose & Crown Inn.

4. Celebrating Cultural Diversity

While working against the unjust differences created by social exclusion, we embrace the fact that NCPL's broad membership base will include differences in culture, belief and social identity. We welcome this kind of diversity in all our work.

5. Unacceptable Behaviour

We will do everything in our power to challenge views that are inconsistent with equal opportunities. This includes stereotypes of particular groups of people, and views that are prejudiced, degrading or offensive.

Management committee members or volunteers who hold or express views of this kind will not be tolerated, nor will we work with organisations that are opposed to equal opportunities.

6. As a Community Venue

We will take equal opportunities into account when making management and policy decisions including:

- physical accessibility for wheelchairs and children's pushchairs inside and outside the pub, where possible
- seeking advice and support from specialists, where appropriate, to meet an individual or group's particular needs
- making no assumptions about people's abilities
- valuing everyone's involvement and, if necessary, finding innovative ways to engage people who have additional needs
- challenging remarks or behaviour that are discriminatory

This policy will be reviewed annually and updated as appropriate in the interim period.