

Swainsthorpe Parish Council

Equal Opportunities Policy

Introduction

The aim of this policy is to communicate the commitment of Great Ellingham Parish Council ("The Council") and its staff to the promotion of equality of opportunity in The Council. The Council recognises the statutory duty to implement an equal opportunities policy. This policy applies to applicants for employment, volunteers and members of the Council alike.

Policy

It is our policy to provide equality of membership to all, irrespective of:

- ♣ Gender, including gender reassignment
- ♣ Marital or civil partnership status
- ♣ Having or not having dependents
- ♣ Religious belief or political opinion
- ♣ Race [including colour, nationality, ethnic or national origins]
- ♣ Disability
- ♣ Sexual orientation
- ♣ Age.

We oppose discrimination. All members of the Council and its staff will be treated fairly and will not be discriminated against on any of the above grounds. Decisions on membership, selection, training or any other benefit will be made objectively and based on necessity, aptitude and ability.

We recognise that the provision of equal opportunities in all our activities will benefit the Council and its staff. Our equal opportunities policy will help members to develop their full potential and the talents and resources of the members will be utilised fully to maximise the effectiveness of the organisation.

The Council is committed to the principles and practices of Equality. It values the diversity of the local population. We want our services, facilities and resources to be accessible and useful to all parishioners.

Equality Commitments

We are committed to:

- ♣ Promoting equality of opportunity for all persons
- ♣ Promoting a good and harmonious working environment in which all men and women are treated with respect and dignity and where no form of intimidation or harassment is tolerated

- ⤴ preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation
- ⤴ fulfilling our legal obligations under the equality legislation and associated codes of practice
- ⤴ complying with our equal opportunities policy and associated policies
- ⤴ taking lawful affirmative or positive action, as appropriate
- ⤴ breaches of the policy being regarded as misconduct and potentially requiring termination of membership.

Implementation

The Chairman and all members have the responsibility for the effective implementation of this policy. We expect all members to create the equality environment, which is its objective. In order to implement this policy we shall:

- ⤴ Issue a copy of this policy to all members.
- ⤴ Endeavour through appropriate training to ensure that it will not consciously, or unconsciously discriminate in the selection or recruitment of members.
- ⤴ Incorporate specific and appropriate duties in respect of implementing the equal opportunities policy into roles and responsibilities of the Council.
- ⤴ Incorporate equal opportunities notices into general communications practices
- ⤴ Ensure that adequate resources are made available to fulfil the policy objectives.

Monitoring and Review

We will establish appropriate and monitoring systems to assist the effective implementation of our equal opportunities policy. The effectiveness of the equal opportunities policy will be reviewed annually and remedial action will be taken as necessary.

Complaints

Any complaints will be dealt with in accordance with the formal council's Complaints Procedure.