

Easton Parish Council

EQUAL OPPORTUNITIES - Statement of policy.

The aim of this policy is to communicate the commitment of Easton Parish Council to the promotion of equality of opportunity within the terms of the Equality Act of 2010

It is the policy to recognise that everyone has a contribution to make to our society and a right to equal treatment, irrespective of:

- gender, marital or family status
- religious belief or political opinion
- disability
- colour, race, ethnic origin or cultural heritage
- nationality, social background or geographical location
- sexual orientation
- age

The Council is opposed to all forms of unlawful and unfair discrimination. All full-time and part-time employees, job applicants, councillors, committee members, volunteers, organisations and individuals will be treated fairly and any selection will be on the basis of aptitude and ability.

It is recognised that the provision of equal opportunities in the community is not only good management practice; it also makes sound business sense. The equal opportunities policy will help all employees to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

The Parish Council is committed to:

- preventing any form of direct or indirect discrimination or victimisation
- promoting equal opportunities for women and men
- promoting equal opportunities for people of all religions and none
- promoting equal opportunities for people with disabilities
- promoting equal opportunities for ethnic minorities
- promoting equal opportunities for people of different sexual orientation.
- promoting a good and harmonious working environment where all men and women are treated with respect and dignity and in which no form of intimidation or harassment will be tolerated
- fulfilling all legal obligations under the relevant legislation and associated Codes of Practice
- taking any necessary positive/affirmative action, including setting goals and timetables.

Breaches of the equal opportunity policy and practice will be regarded as misconduct and could lead to disciplinary proceedings.

Implementation

The Clerk to the Council has specific responsibility for the effective implementation of this policy. Each member of the Council also has responsibilities and it is expected any employee and committee member to abide by the policy and help create the equality environment which is its objective.

The policy will be communicated to all councillors and made known to any job applicant.

Complaints

Anyone who believes that they have suffered any form of discrimination, harassment or victimisation is entitled to raise the matter through the agreed complaints procedure. A copy of this procedure is available from the Clerk to the Council. All complaints of discrimination will be dealt with seriously, promptly and confidentially.

Every effort will be made to ensure that employees making complaints will not be victimised. Any complaint of victimisation will be dealt with seriously, promptly and confidentially. Victimisation will result in disciplinary action and may warrant dismissal.

May 2015