

**STONELEIGH AND ASHOW
JOINT PARISH COUNCIL**

POLICY STATEMENT - EQUAL OPPORTUNITIES

The aim of this policy is to communicate the commitment of the Parish Council, its Members and Clerk to the promotion of equality and diversity.

It is our policy to provide services and employment to all irrespective of:

- Gender, including gender reassignment
- Marital or civil partnership status
- Religious belief or political opinion
- Race (including colour, nationality, ethnic or national origins)
- Disability
- Sexual orientation
- Age
- Responsibility for dependents / pregnancy

The Policy

The Parish Council is opposed to all forms of unlawful and unfair discrimination. All people and employees will be treated fairly and will not be discriminated against on any of the above grounds. Decisions about recruitment and selection of staff will be made objectively and without unlawful discrimination.

The Parish Council recognises that the provision of equal opportunities in the community is good practice. This equal opportunities policy will help all those who are Council Members or work for the Council to develop sound and effective policies that impact on the village and surrounding areas.

The Parish Council aims to create a culture that respects and values all differences, that promotes dignity, equality and diversity. We aim to remove barriers, bias or discrimination that prevent individuals or groups from realising their potential and contributing fully to the community to develop a culture that positively values diversity.

The Parish Council will challenge discrimination. It aims to provide equality and fairness to all in the community irrespective of gender, marital status, race, ethnic origin, religion or belief, disability, sexual orientation, gender reassignment, family situation or age.

1. Equality Commitments

The Parish Council is committed to promoting equality of opportunity for all persons by promoting a good and harmonious environment in which all persons are treated with respect; preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation, and fulfilling its legal obligations under equality legislation and associated code of practice.

The Parish Council will fulfil these obligations by complying with its own equal opportunities policy and associated policies and by taking lawful affirmative and positive action where appropriate.

The Parish Council will communicate the policy to Members, the Clerk and members of the public; incorporate equal opportunities into general practices and ensure that other persons or organisations will comply with the policy in their dealings with the Council

This policy was approved by the Council at its meeting on 9th May 2019 and will be reviewed annually.