

# **EQUAL OPPORTUNITIES POLICY (INCLUDING RACIAL EQUALITY, ACCESS AND DISABILITY DISCRIMINATION)**

## **Cringleford Parish Council**

### **Introduction**

Cringleford Parish Council wholeheartedly supports the principle of equal opportunities in employment and opposes all forms of unlawful or unfair discrimination, harassment or victimisation on the basis of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex (gender) and sexual orientation (unless there is “objective justification” for the action or behaviour). We believe that it is in the Council’s best interests, and those of all who work for it, to ensure that the human resources, talents and skills available throughout the community are considered when employment opportunities arise. To this end, within the framework of the law, we are committed, wherever practicable, to achieving and maintaining a workforce which broadly reflects the local community in which we operate.

Every reasonable step will be taken to ensure that individuals are treated equally and fairly and that decisions on recruitment, selection, training, promotion, and career management are based solely on objective and job related criteria.

The aim of this policy is to communicate the commitment of the Council and its staff to the promotion of equality of opportunity in Cringleford Parish Council (“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, without discrimination, and based on 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.

Agreed April 2016

Review date: April 2020

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 learning environment in which all men and women are treated with respect and dignity and in which 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 our equal opportunities policy will be regarded as misconduct and could lead to 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:

- Communicate the policy by issuing a copy of this document to all its Council members.
- The Council will endeavour through appropriate training to ensure that it will not consciously, or unconsciously discriminate in the selection or recruitment of applicants for membership of the Council.
- 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 objectives of the policy.

### **Monitoring and Review**

The effectiveness of the equal opportunities policy will be reviewed every three years and remedial action will be taken as necessary.

### **Complaints**

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