

Teversham Parish Council
EQUAL OPPORTUNITIES POLICY

The aim of this policy is to communicate the commitment of the Council and its staff to the promotion of equality of opportunity in Teversham Parish Council.

It is our policy to provide equality of membership to all, irrespective of, but not restricted to:

- Gender, including gender reassignment
- Marital or civil partnership status
- Having or not having dependents
- Religious belief (or lack of) or political opinion
- Race or culture (including colour, nationality, ethnic or national origins)
- Disability
- Sexual orientation
- Age

We are opposed to all forms of unlawful and unfair 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 of office, training or any other benefit will be made objectively, without unlawful 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.

Teversham Parish Council recognises that there is a statutory duty to implement an equal opportunities policy. This policy applies to applicants for employment, volunteers and members of the Council alike.

Teversham Parish Council is committed to the principles and practices of Equality. Teversham Parish Council values the diversity of the local population. We want our services, facilities and resources to be accessible and useful to every citizen regardless of gender, age, ethnic origin, religious belief (or lack of), disability, marital status, sexual orientation, or any other individual characteristic, which may unfairly affect a person's opportunities in life.

EQUAL COMMITMENTS

We are committed to:

- promoting equality of opportunity for all persons
- promoting a good and harmonious learning environment in which all persons 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 all our legal obligations under the equality legislation and associated codes of practice
- complying with our own equal opportunities policy and associated policies
- taking lawful affirmative or positive action, where appropriate
- breaches of our equal opportunities policy will be regarded as misconduct and could lead to disciplinary action.
- ensuring members of the public can access Parish Council meetings - all buildings that are used for meetings have disabled access.

IMPLEMENTATION

The Chairman and the Committees 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 to members by issuing a copy of this document to all its members.
- Teversham Parish Council will endeavour through appropriate training to ensure that it will not discriminate in the selection or recruitment of applicants.
- Ensure that reasonable resources are made available to fulfil the objectives of the policy.

MONITORING AND REVIEW

We will establish appropriate 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 Council's Complaints Procedure.

Reviewed May 2020