



EQUAL OPPORTUNITIES POLICY

ADOPTED 14 MAY 2018

Broadwindsor Group Parish Council is committed to providing the highest quality of provision and service and recognises that the implementation of an effective Equal Opportunities Policy is an integral part of such an approach. The Council, as a corporate body, has responsibilities as an employer, a service provider and a public authority, and both Members and employees as individuals also have responsibilities as well as rights. The Council will treat all its employees, partners and customers with dignity and respect, free from discrimination, victimisation and harassment.

The aim of this Policy is to communicate the commitment of the Council and its staff to the promotion of equality of opportunity in Broadwindsor Group Parish Council. 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, being an Irish traveller]
- 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.

Broadwindsor Group 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.

Broadwindsor Group Parish Council is committed to the principles and practices of equality. The 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, disability, marital status, sexual orientation, or any other individual characteristic, which may unfairly affect a person's opportunities in life.

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 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 termination of membership.

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
- The Parish 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

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 Council's Complaints Policy. Members who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter through the Parish Council. All complaints of discrimination will be dealt with seriously, promptly and confidentially. Please contact the Clerk. Every effort will be made to ensure that Members who make 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. Complaints from members of the public will be dealt with under the Standing Orders of the Parish Council.