

## EQUAL OPPORTUNITIES POLICY

January 2017 (Review January 2018)

### The Policy

*The aim of this policy is to communicate the commitment of Norton/Cuckney Parish Council (hereinafter referred to as 'the Council'), its Members and employees, to promote equality in relation to the provision of the Council's services and its employment practices. This applies to all, irrespective of:*

- *Gender, including transgender*
- *Marital or civil partnership status*
- *Having or not having dependents*
- *Age*
- *Disability*
- *Race (including colour, nationality, ethnic or national origins)*
- *Religious belief or political opinion*
- *Sexual orientation*
- *Socio-economic factors*
- *Any other matter that could cause a person to suffer an injustice.*

*The 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 Council will challenge all discrimination within its sphere of influence.*

*The 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 who work for the Council, to develop sound and effective policies that impact on the villages and surrounding area. The Council aims to create a culture that respects and values each others' differences and that promotes dignity, equality and diversity. The Council aims to remove barriers, bias or discrimination that prevent individuals or groups from realising their potential and contributing fully to the community, so as to develop an inclusive culture that values diversity.*

### The Council is committed to:

- Promoting equality of opportunity for all persons.
- Promoting a good and harmonious environment in which all persons are treated with respect.
- Preventing occurrences of unlawful direct or indirect discrimination, harassment and victimization.
- Fulfilling its legal obligation under equality legislation and associated codes of practice.
- Complying with its equal opportunities policy and associated policies.
- Taking lawful positive action where appropriate.

# NORTON AND CUCKNEY PARISH COUNCIL

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## Implementation

The Chairperson of the Council has specific responsibility for the effective implementation of the Equal Opportunities policy. In order to implement this policy he or she shall:

- Communicate the policy to Members, employees and the public.
- Incorporate equal opportunities into general practice.
- Make sure that other persons or organisations comply with the policy in their dealings with the Council.

## Monitoring and Reviewing

An annual review of this Equal Opportunities policy will take place and action taken as necessary.

In addition to the Council's internal procedures, any person has the right to pursue complaints of discrimination under the relevant legislation.

**Chairman** \_\_\_\_\_

**Date**     *11<sup>th</sup> January 2017*