

Equal Opportunities Policy

Scamblesby with Cawkwell Parish Council

Aims

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

Scamblesby with Cawkwell Parish Council recognises that the provision of equal opportunities in the community is good practice and aims to create a culture that respects and values each others' differences, that promotes dignity, equality and diversity. We aim to remove barriers, bias or discrimination that prevent individuals or groups from realising their full potential and contributing fully to the community to develop a culture that positively values diversity.

Policy

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)
- Sexual orientation;
- Age
- Disability
- Having or not having dependents

(This is not an exhaustive list)

Scamblesby with Cawkwell Parish Council value people from all backgrounds and believe they have a right to be free from prejudice and discrimination. We believe that while people are all different, they have an equal right to benefit from opportunities. We are opposed to all forms of unlawful and unfair discrimination and will challenge all forms of discrimination.

Equality Commitments

Scamblesby with Cawkwell Parish Council is committed to:

- Promoting equality of opportunity for all persons
- Promoting a harmonious environment in which all persons are treated with respect
- Preventing occurrences of unlawful direct or indirect discrimination, harassment and victimisation
- Fulfilling our legal obligations under equality legislation and associated codes of practice
- Complying with our own equal opportunities policy
- Taking lawful and affirmative action where appropriate

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Approach

People (members, staff, volunteers and users)

We challenge discriminatory comments, and support colleagues in challenging discriminatory comments.

- We recognise that people on the receiving end of such behaviour may need support.
- We welcome discussion with people with special requirements to identify how their needs might be met.
- We make sure anyone providing information about discrimination is not victimised.

Resources

- We ensure that any resources are balanced and reflect the diverse nature of the community.
- We endeavour to ensure that any resources are as accessible as possible to all abilities/cultures/languages of the community.

Meetings

- We endeavour to hold these at a time and place suitable to the majority, if not to all.

Employment and volunteering

- We have a commitment to equal opportunities as part of any job description.
- We advertise as widely as possible, in accordance with needs and resources.
- We focus on ability, not disability.
- We treat all applicants fairly.
- We regularly review our procedures and application forms for staff and volunteers.
- Volunteers are as respected and supported as members of staff.

Monitoring and Reviewing

Scamblesby with Cawkwell Parish Council will review the effectiveness of the equal opportunities policy at least annually.

This policy was reviewed at a meeting held on ...26 May 2022.....

Signed on behalf of council.....Russ Gleeson.....

PositionChairman.....