



# Feering Parish Council

## Equal Opportunities Policy

Version No	Date	Author	Review due	Notes
1	Feb 2005			
2	July 2020	LMC	July 2021	To be approved at 21 July 2020 meeting

Feering Parish Council is committed to the principle and practice of equal opportunities in all aspects of employment and service delivery.

## **Purpose**

This policy has been developed to protect all job applicants, employees, workers, service providers or service users being discriminated against either directly or indirectly on the grounds of protected characteristics - age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

The Parish Council acknowledges that it has a role in the pursuit of opportunity for all and it seeks to work within the context of the Equality Act 2010. Feering Parish Council is committed to achieving equality of opportunity both for those who use its services and for the employees, councillors, contractors and volunteers who provide them. We are committed to fairness and equality of access in all our activities.

Equal opportunities, fairness in the workplace and providing good quality services to the local community are all inter-linked. It is recognised that individuals and groups continue to be unfairly discriminated against and it is the Parish Council's responsibility to promote good community relations, equality of opportunity and to tackle unlawful discrimination in all its forms.

## **Aims**

The Parish Council aims to be an employer who provides a fair and inclusive working environment that:

- Ensures equality or opportunity to enable all employees to contribute to the Council and achieve personal development.
- Is free from discrimination, harassment, bullying and victimisation of any kind.
- Reflects all sections of society.

## **Principles**

The Parish Council confirms its opposition to any form of less favourable treatment of employees and applicants for employment or service providers on grounds of gender (including gender reassignment) marital status, race ethnic origin, colour, nationality, disability, religion, age or sexual orientation.

## **Responsibilities**

The co-operation and contribution of all employees, councillors, service providers and volunteers and the employer is essential for the success of this policy. The policy is therefore brought to the attention of every employee, councillor, service providers and volunteer. In addition, members of the Parish Council will conduct their business with standards that are consistent with this statement.

## **Monitoring**

Anyone who believes that they have been treated unfairly may raise the matter through the Clerk or through the appropriate grievance procedure. The Council will protect anyone making such a complaint from victimisation and will fully investigate any such grievance.

Adopted by Feering Parish Council  
21 July 2020