

SLYNE WITH HEST PARISH COUNCIL

Equal Opportunities Policy

The aim of this policy is to communicate the commitment of the Slyne with Hest Parish Council (the Council) to the promotion of equality of opportunity

It is the Council's policy to provide equality of opportunity 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)
- disability
- sexual orientation
- age

The Council is opposed to all forms of unlawful and unfair discrimination. All persons will be treated fairly and will not be discriminated against on any of the above grounds. Decisions will be made objectively, without unlawful discrimination.

The Council recognises that there is a statutory duty to implement an equal opportunities policy. This policy applies to council members, applicants for employment, volunteers, residents of the parish and the wider public.

The Council is committed to the principles and practice of equality and values the diversity of the local population. The Council want its 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.

Equality commitments

The Council is committed to:

- promoting equality of opportunity for all persons
- promoting a good and harmonious 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 its own equal opportunities policy and associated policies
- taking lawful affirmative or positive action, where appropriate
- breaches of the equal opportunities policy will be regarded as misconduct .

Implementation

The Council has responsibility for the effective implementation of this policy. The Council expects everyone to abide by the policy and help to create the equality environment which is its objective.

In order to implement this policy the Council shall

- communicate the policy to council members, employees, residents of the parish and the wider public
- Incorporate equal opportunities notices into general communications, advertisements and reports

The policy will be implemented within the framework of the relevant legislation.

Monitoring and review

The Council will monitor the equal opportunities policy. The effectiveness of the equal opportunities policy will be reviewed regularly (at least annually) and action taken as necessary.

Complaints

Council members, employees or others who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter through the agreed procedures, for example, through the Council's own Complaints Procedure, through the Local District Authority Standards Committee or with reference to the Lancashire Association of Local Councils or the Society of Local Council Clerks. All complaints of discrimination will be dealt with seriously, promptly and confidentially.

Every effort will be made to ensure that anyone who makes a complaint 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.

This policy was adopted on 18 October 2010 (minute ref 1495)

Signature:*Peter J Millard*.....16.10.10

Chairman of the Parish Council