



**Washingborough
Parish Council**

Equal Opportunities Policy

Adopted
01 Jul 2016

Reviewed
20 Jul 2022

Change History

No	Change Type	Updated by	Change summary	Approved by Council
1	Original	Council	Created	01 Jul 2016
2	Review	F & GP	Review	13 Oct 2021
3	Update		Added Front sheet	20 Jul 2022

Review Interval = Annual

Equal Opportunities Policy

It is the policy of Washingborough Parish Council to provide equality of membership to all, as per the [Equality Act 2010](#), irrespective of:

- gender, including gender reassignment,
- marital or civil partnership status,
- having or not having dependents,
- pregnancy and maternity,
- religious belief or political opinion,
- race (including colour, nationality, ethnic or national origins, traveller),
- disability,
- sexual orientation or
- age.

The Council is 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.

The Council recognises that the provision of equal opportunities in all its activities will benefit the Council and its staff. The 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.

The 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.

The Council is committed to the principles and practices of equality and values the diversity of the local population. It wants 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 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 legal obligations under 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 and
- regarding breaches of its Equal Opportunities Policy as misconduct which may lead to termination of membership.

Implementation

The Chair and the Committees have specific responsibilities for the effective implementation of this policy. It is expected that all members abide by the policy and help to create the equality environment which is its objective. In order to implement this policy, the Council will:

- communicate the policy to members by issuing a copy of this document to all its members,
- 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, and
- ensure that adequate resources are made available to fulfil the objectives of the policy.

Monitoring and Review

The Council will:

- establish appropriate monitoring systems and review their effectiveness annually,
- challenge discriminatory comments and support colleagues in challenging discriminatory comments,
- recognise that people on the receiving end of such behaviour may need support,
- welcome discussion with people with special requirements to identify how their needs might be met,
- make sure anyone providing information about discrimination is not victimised,
- ensure that resources are balanced and reflect the diverse nature of the community,
- endeavour to ensure that any resources are as accessible as possible to all abilities/cultures/languages of the community.

Complaints

Any complaints will be dealt with in accordance with the Council's Formal Complaints Procedure.