

FURNEUX PELHAM PARISH COUNCIL EQUAL OPPORTUNITIES POLICY

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Meeting adopted **5 November 2015**

Reviewed **September 2021**
Next review **July 2022**

1 Introduction

- a) The aim of this policy is to communicate the commitment of the Council and its staff to the promotion of equality of opportunity in Furneux Pelham Parish Council.

2 Policy

- a) It is our policy to provide services, employment and equality of membership to all, irrespective of:
 - i. Gender, including gender reassignment;
 - ii. Marital or civil partnership status;
 - iii. Having or not having dependents;
 - iv. Religious belief or political opinion;
 - v. Race [including colour, nationality, ethnic or national origins, being an Irish traveller];
 - vi. Disability;
 - vii. Sexual orientation; or
 - viii. Age.
- b) Furneux Pelham Parish 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.
- c) Furneux Pelham Parish Council recognises that the provision of equal opportunities in the community is good practice. This equal opportunities policy will help all those who are members or work for the council to develop sound and effective policies that impact on the village and surrounding areas. Furneux Pelham Parish Council aims to create a culture that respects and values each others' differences, that promotes dignity, equality and diversity. It aims to remove barriers, bias or discrimination that prevent individuals or groups from realising their potential and contributing fully to the community to develop a culture that positively values diversity.
- d) Furneux Pelham Parish Council will challenge discrimination. It aims to provide equality and fairness to all in the community irrespective of gender, marital status, race, ethnic origin, religion or belief, disability, sexual orientation, gender reassignment or age.

3 Equality Commitments

- a) Furneux Pelham Parish Council is committed to:
 - i. Promoting equality of opportunity for all persons;
 - ii. 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;
 - iii. Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation;
 - iv. Fulfilling all our legal obligations under the equality legislation and associated codes of practice;
 - v. Complying with our own equal opportunities policy and associated policies; and
 - vi. Taking lawful affirmative or positive action, where appropriate.

- b) Breaches of this equal opportunities policy will be regarded as misconduct and could lead to termination of membership.

4 Implementation

- a) The chairman has specific responsibility for the effective implementation of this policy. In order to implement this policy, he/she shall:
 - i. Communicate the policy to members, clerk and members of the public
 - ii. Incorporate equal opportunities into general practices
 - iii. Ensure that other persons or organisations comply with the policy in their dealings with the council.

5 Monitoring and review

- a) Furneux Pelham Parish Council will establish appropriate information and monitoring systems to assist the effective implementation of this equal opportunities policy.
- b) The effectiveness of this equal opportunities policy will be reviewed at least annually, and action taken as necessary.
- c) In addition to the council's internal procedures, any person has the right to pursue complaints of discrimination under the anti-discrimination legislation.