

HILLAM PARISH COUNCIL - EQUAL OPPORTUNITIES POLICY

The aim of this policy is to promote equality and diversity in relation to Hillam Parish Council, its Councillors and Clerk. It is our policy to provide services and employment to all irrespective of:

- ◆ Gender, including gender reassignment
- ◆ Marital or civil partnership status
- ◆ Having or not having dependants
- ◆ Religious belief or political opinion
- ◆ Race (including colour, nationality, ethnic or national origins)
- ◆ Disability
- ◆ Sexual orientation
- ◆ Age

Hillam Parish Council is opposed to all forms of unlawful and unfair discrimination. All people and employees will be treated fairly and will not be discriminated against on any of the above grounds. Decisions about recruitment and selection of staff will be made objectively and without unlawful discrimination.

Hillam Parish Council recognizes that the provision of equal opportunities in the community is good practice. This equal opportunities policy will help all those who are Council Members or work for the Council to develop sound and effective policies that impact on the village and surrounding areas. **Hillam Parish Council** 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 potential and contributing fully to the community to develop a culture that positively values diversity.

Hillam 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.

Equality Commitments - Hillam Parish Council is committed to:

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

This policy is fully supported by all Members of **Hillam Parish Council** and has been approved at its meeting on 6th April 2016.

Implementation

The Chairman has specific responsibility for the effective implementation of this policy. In order to implement this policy he or she shall:

- ◆ Communicate the policy to Members, the Clerk and members of the public
- ◆ Incorporate equal opportunities into general practices
- ◆ Ensure that other persons or organisations will comply with the policy in their dealings with the Council

Monitoring and Review

Hillam Parish Council will establish appropriate information and monitoring systems to assist the effective implementation of our equal opportunities policy.

The effectiveness of our equal opportunities policy will be reviewed at least annually, and action taken as necessary.

In addition to our internal procedures, any person has the right to pursue complaints of discrimination under the following anti-discrimination legislation:

- ◆ Equality Act 2010
- ◆ Sex Discrimination (Gender Reassignment) Regulations and Gender Recognition Act 2004
- ◆ Civil Partnership Act 2004
- ◆ Disability Discrimination Acts 1995, 2006
- ◆ Disability Equality Duty 2006
- ◆ Employment Equality (Religion or Belief) Regulations 2003
- ◆ Equality Act 2006
- ◆ Employment Equality (Age) Regulations 2006
- ◆ Rehabilitation of Offenders Act 1974
- ◆ Part Time Workers (Prevention of Less Favourable Treatment) Regulations 2000
- ◆ Fixed Term Employees (Prevention of Less Favourable Treatment) Regulations 2002
- ◆ Equal Pay Act 1970 (As amended)
- ◆ Race Relations Act 1976 (Amendment) Regulations 2003
- ◆ Race Relations Code of Practice