

THE LAW REQUIRES ALL ORGANISATIONS TO OPERATE AN EQUAL OPPORTUNITIES POLICY, HOWEVER  
LARGE OR SMALL THE ORGANISATION MAY BE.

# EQUAL OPPORTUNITIES POLICY

## Lilford cum Wigsthorpe Thorpe Achurch Parish Council

The aim of this Policy is to communicate the commitment of the Parish Council, its Members and Clerk to the promotion of equality and diversity in relation to Lilford cum Wigsthorpe Thorpe Achurch Parish Council.

It is our policy to treat all volunteers, members, employees and anyone who may work for us equally, 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

Lilford cum Wigsthorpe Thorpe Achurch Parish Council is opposed to all forms of unlawful and unfair discrimination. All members, employees, volunteers and others who may work for us 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.

Lilford cum Wigsthorpe Thorpe Achurch 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 Council Members, employees, volunteers, or anyone who may work for us to develop their full potential and the talents and resources of the workforce will be utilised fully to maximise the efficiency of the Parish Council. Lilford cum Wigsthorpe Thorpe Achurch 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 prevents individuals or groups from realising their potential and contributing fully to the community to develop a culture that positively values diversity.

We are committed to:-

- Promoting equality of opportunity for all persons
- Promoting a good and harmonious working environment in which all persons are treated with respect
- 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 our own Equal Opportunities Policy and associated Policies

This policy is fully supported by all Members of Lilford cum Wigsthorpe Thorpe Achurch Parish Council and has been approved at its meeting on the 19<sup>th</sup> May 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**

Lilford cum Wigsthorpe Thorpe Achurch 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:

- 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 1983

Anyone who believes that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter through the Chairman of Lilford cum Wigsthorpe Thorpe Achurch Parish Council.

All complaints of discrimination will be dealt with seriously, promptly and confidentially.

Any complaint of victimisation will be dealt with seriously, promptly and confidentially.

Adopted by Lilford cum Wigsthorpe Thorpe Achurch Parish Council 19<sup>th</sup> May 2016 and reviewed annually.