

Equal Opportunities Policy

1. Introduction

This policy aims to communicate the commitment of the Parish Council, its members, and the Clerk to the promotion of equality and diversity in relation to Haslington Parish Council.

2. Statement of Intent

Haslington Parish Council staunchly opposes all forms of unlawful and unfair discrimination.

The Equality Act came into force from October 2010 and brings together all legal requirements on equality.

Under the Act everyone has the right to be treated fairly at work or when using a service. It protects people from discrimination based on certain characteristics, known as “protected characteristics,” these are:

- Age
- Disability
- Gender reassignment
- Marriage & civil partnership
- Pregnancy and maternity
- Race – this includes ethnic or national origins, colour or nationality
- Religion or belief – this includes lack of belief
- Sex & sexual orientation

Haslington Parish Council recognises that providing equal opportunities is not only a legal requirement but also an essential component of good practice within the community. The council is committed to:

- Promoting equality of opportunity for all individuals, ensuring that people are assessed solely based on their abilities and potential.
- Cultivating a culture that respects and values differences, fostering equality and fairness for all members of the community.
- Making all decisions related to the recruitment and selection of staff objectively and without unlawful discrimination.
- Fulfilling legal obligations under equality legislation and associated codes of practice.
- Adopting an inclusive approach to providing access to services and facilities, ensuring that they are accessible to as wide a range of people as possible, and recognizing that there may be circumstances requiring specific provisions for individuals with certain disabilities.

3. Implementation

The Clerk of Haslington Parish Council along with the Chair of the Council and members of the personnel committee holds responsibility for the effective implementation of this equal opportunities policy.

All employees and members have a responsibility to ensure that.

- They understand and comply with the Policy and actively participate in measures introduced by the Council to ensure that there is equality of opportunities and non-discrimination.
- They do not discriminate if a decision-maker or encourage others to discriminate, in matters of recruitment and selection, promotion and training and service provision.
- Council services are provided to members of the public fairly and equitably.
- They report to the Clerk any discriminatory practices.
- They support the proper investigation of complaints.

4. Monitoring & Review

To ensure the ongoing effectiveness of the equal opportunities policy, monitoring and review will be conducted annually. Any necessary actions arising from these evaluations will be promptly undertaken to enhance the implementation and impact of the policy.

The Clerk will ensure that any complaints regarding equal opportunities are formally recorded, and where necessary reported to the Personnel Committee or Full Council.

This policy was adopted by full council at the meeting held on 8th January 2024.