

# SOUTHWATER PARISH COUNCIL

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## **EQUAL OPPORTUNITIES POLICY**



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## 1. Policy Statement

- 1.1. Southwater Parish Council is committed to the values of equality and diversity, and its approach is to cover the whole range from a failure of good manners to direct discrimination. It believes that equal opportunities are essential to the values that lie at the heart of the Council and, as such, should extend to the employment of its staff and its work with constituents, parishioners, clients and partners.
- 1.2. Southwater Parish Council will ensure every aspect of its governance and operation is free from unfair discrimination and will promote equality of opportunity both internally and in its work externally. The Council will not discriminate on the grounds of:
  - Age
  - Disability
  - Gender Reassignment
  - Marriage and Civil Partnership
  - Pregnancy and Maternity
  - Race
  - Religion or Belief
  - Sex
  - Sexual Orientation
  - Ethnic or national origin
  - Political views and/or trade union membership
  - Chronic illnesses
  - Family / caring responsibilities
  - Socio-economic status
  - Any other circumstances which are deemed discriminatory
- 1.3. Equal opportunities should be key to all aspects of the Council but particularly in how they apply to its services to constituents, parishioners, clients and partners, and to the employment of its staff, particularly with regard to recruitment, recruitment advertising, training, promotion, benefits, facilities, procedures, and terms and conditions of employment.
- 1.4. The Council fully supports the right of all people to be treated with dignity and respect and is committed to promoting an environment free from all forms of harassment and bullying and agrees that appropriate steps should be taken to achieve this.
- 1.5. The Council will monitor and review the implementation of the policy to measure the effectiveness of its equality of opportunity.
- 1.6. The Council will comply with all current and future legislation referring to equality or diversity and promote good practice in all aspects of the organisation.

- 1.7. The Council will publicise this policy as widely as possible, including on its website and will highlight it in recruitment documentation and all appropriate organisational publicity material and official documentation.