

FEN DRAYTON PARISH COUNCIL EQUAL OPPORTUNITIES POLICY

LEGAL POSITION

It is unlawful to discriminate against an individual on the grounds of:

- **age**
- **disability**
- **gender reassignment**
- **marriage and civil partnership**
- **pregnancy and maternity**
- **race**
- **religion or belief**
- **sex**
- **sexual orientation**

Under the Equality Act 2010 these are known as protected characteristics.

POLICY STATEMENT

Fen Drayton Parish Council recognises that everyone has a contribution to make to society and a right to equal treatment. We aim to ensure that no council member, employee, volunteer, organisation or individual to whom we provide services will be discriminated against by us.

We aim to promote awareness of prejudices in all who work for and with Fen Drayton Parish Council and encourage the removal of such prejudices.

We oppose all forms of unlawful and unfair discrimination, victimization or harassment on the grounds of any of the protected characteristic defined in the Equality Act 2010.

OUR COMMITMENT

Fen Drayton Parish Council is committed to:

- addressing opportunities for full participation within the parish council in a positive way

- adopting an effective system to monitor its practice to ensure equal opportunity policy is maintained
- promoting good equal opportunities practice in organisations and individual involved with or working for Fen Drayton Parish council.

In particular Fen Drayton Parish Council will:

- work to ensure that its services are provided in a way that promotes awareness of the right and needs of people from minority groups and enables all people to access those services.
- work to ensure that all members and employees of Fen Drayton Parish Council reflect a range of needs and interests, which includes people who may otherwise be disadvantaged

The policy of Fen Drayton Parish Council is to ensure that no person receives less favourable consideration than another in the selection of councillors and employees or the recruitment of volunteers.

SERVICE PROVISION

Fen Drayton Parish Council will always ensure that its services to, and contacts with, other groups and individuals reflect its equal opportunities policy by:

- consulting with groups and individuals with specific requirements to identify how the council's services may be improved to meet their needs
- ensuring that all individuals who represent the council are aware of, understand and comply with its equal opportunities policy.

RESPONSIBILITIES

Fen Drayton Parish Council:

- is responsible for the implementation and monitoring of its equal opportunities policy
- will ensure that all individuals within the parish council, whether paid or unpaid, understand and practise the policy's principles
- will not victimise anyone providing information about discrimination.

It shall be the responsibility of the parish clerk to keep the parish council up to date with developments or difficulties relating to the implementation of this policy.

All members of Fen Drayton Parish Council:

- will be required to cooperate with measures introduced by the council to ensure and promote equal opportunities
- will not practise any form of discrimination or use discriminatory language
- will make the council aware of any suspected acts of discrimination
- will not victimise anyone providing information about discrimination.

REVIEW

This equal opportunities policy will be reviewed the Fen Drayton Parish Council annually at the AGM.

Date adopted:

Signed by: Harry Webster

Position: chair

Date of review: May 2018