

# ALCONBURY PARISH COUNCIL

## EQUAL OPPORTUNITIES POLICY

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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 **Alconbury Parish Council**. The Council, as a corporate body, has responsibilities as an employer, a service provider and a public authority. Members and employees as individuals have responsibilities as well as rights. The Council will treat all its employees, members, partners and customers with dignity and respect, free from discrimination, victimisation and harassment. All policies of the Council will be designed to support the principles and practices of equal opportunity, to foster a fully integrated community.

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

These are known as “protected characteristics” under section 4 of the Equality Act 2010. Section 149 of the 2010 Act imposes a Duty on Parish Councils to take into account:

- ◆ The need to eliminate discrimination and harassment, victimisation and any other conduct that is prohibited by or under the Act
- ◆ To advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- ◆ To foster good relations between those who share protected characteristics and those who do not

**Alconbury Parish Council** is opposed to all forms of unlawful and unfair discrimination. All people, members 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.

**Alconbury 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 or work for the Council to develop sound and effective policies that impact on the village and surrounding areas.

**Alconbury Parish Council** aims to create a culture that respects and values each other’s’ 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.

**Alconbury 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**

**Alconbury 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.

## **Implementation**

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

- ◆ Communicate the policy to Parish Councillors 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**

**Alconbury 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

This policy is fully supported by all Members of **Alconbury Parish Council** and has been approved at its meeting on 31 March 2015.

**Alconbury Parish Council**

**March 2015**