

West Dereham Parish Council

EQUAL OPPORTUNITIES POLICY

The aim of this policy is to communicate the commitment of the Council and its Clerk to the promotion of equality of opportunity in West Dereham Parish Council.

It is our policy to provide equality of membership to all, irrespective of:

- Gender, including gender reassignment
- Marital or civil partnership status
- Having or not having dependents
- Pregnancy and maternity
- Religious belief or political opinion
- Race [including colour, nationality, ethnic or national origins]
- Disability
- Sexual orientation
- Age

We are opposed to all forms of unlawful and unfair discrimination. All members of the Council and its Clerk will be treated fairly and will not be discriminated against on any of the above grounds. Decisions on membership, selection of office, training or any other benefit will be made objectively, without unlawful discrimination, and based on aptitude and ability.

We recognise that the provision of equal opportunities in all our activities will benefit the Council and its staff. Our equal opportunities policy will help members to develop their full potential and the talents and resources of the members will be utilised fully to maximise the effectiveness of the organisation.

West Dereham Parish Council recognises that there is a statutory duty to implement an equal opportunities policy. This policy applies to applicants for employment, volunteers and members of the Council alike.

West Dereham Parish Council is committed to the principles and practices of equality. West Dereham Parish Council values the diversity of the local population. We want our services, facilities and resources to be accessible and useful to every citizen regardless of gender, age, ethnic origin, religious belief, disability, marital status, sexual orientation, or any other individual characteristic, which may unfairly affect a person's opportunities in life.

EQUAL COMMITMENTS

We are committed to:

- Promoting equality of opportunity for all persons
- Promoting a good and harmonious learning environment in which everyone is treated with respect and dignity and in which no form or intimidation or harassment is tolerated
- Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation
- Fulfilling our entire legal obligation under the 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
- Breaches of our equal opportunities policy will be regarded as misconduct and could lead to termination of membership.

IMPLEMENTATION

The Chairman, Councillors and the Clerk have the responsibility for the effective implementation of this policy. We expect all members to create the equality environment, which is its objective. In order to implement this policy we shall:

- Communicate the policy to members by issuing a copy of this document to all its members.
- West Dereham Parish Council will endeavour through appropriate training to ensure that it will not consciously or unconsciously discriminate in the selection or recruitment of applicants for membership of the Council.
- Incorporate equal opportunities notices into general communications practices
- Ensure that adequate resources are made available to fulfil the objectives of the policy.

MONITORING AND REVIEW

We will monitor the effective implementation of our equal opportunities policy. The effectiveness of the equal opportunities policy will be reviewed annually and remedial action will be taken as necessary.

COMPLAINTS

Any complaints will be dealt with in accordance with the formal Council's Complaints Procedure.