

OLD BUCKENHAM PARISH COUNCIL EQUAL OPPORTUNITIES POLICY

*Prepared by
James Watling.
Parish Clerk*

**This Policy was adopted by Old
Buckenham Parish Council at it's
meeting of 3rd November 2011**

The aim of this policy is to communicate the commitment Old Buckenham Parish Council and its employees to the promotion of equality of opportunity in Old Buckenham Parish Council

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

- gender, including gender reassignment
- marital or civil partnership status
- having or not having dependents
- religious belief or political opinion
- race (including colour, nationality, ethnic or national origins, being an Irish traveller)
- disability
- sexual orientation
- age

We are opposed to all forms of unlawful and unfair discrimination. All employees and Councillors of the Parish Council will be treated fairly and will not be discriminated against on any of the above grounds. Decisions on employment, selection for 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 Parish Council. Our equal opportunities policy will help members and employees to develop their full potential and the talents and resources of the members will be utilised fully to maximise the effectiveness of the Parish Council

Old Buckenham Parish Council recognises that there is a statutory duty under the NI Act 1998, to implement an equal opportunities policy. This policy applies to applicants for employment, volunteers and members of the group alike.

Old Buckenham Parish Council is committed to the principles and practice of Equality. Old Buckenham 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.

Equality commitments

Old Buckenham Parish Council is committed to:

- promoting equality of opportunity for all persons
- promoting a good and harmonious learning environment in which all men and women are treated with respect and dignity and in which no form of intimidation or harassment is tolerated
- preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation
- fulfilling all our legal obligations under the equality legislation and associated codes of practice
- complying with our own equal opportunities policy and associated policies
- taking lawful affirmative or positive action, where appropriate
- breaches of our equal opportunities policy will be regarded as misconduct and could lead to termination of membership

This policy is fully supported by the Parish Council

Implementation

All Parish Councillors and employees have specific responsibility for the effective implementation of this policy. We expect all Parish Councillors and employees to abide by the policy and help to create the equality environment which is its objective.

In order to implement this policy we shall:

- Communicate the policy to members by issuing an induction pamphlet to all existing, and new members
- Old Buckenham 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 employment.
- Incorporate specific and appropriate duties in respect of implementing the equal opportunities policy into roles and responsibilities of committee members
- Ensure that adequate resources are made available to fulfil the objectives of the policy

Monitoring and review

Old Buckenham Parish Council will establish appropriate information and monitoring systems to assist the effective implementation of our equal opportunities policy. The effectiveness of the equal opportunities policy will be reviewed regularly (at least annually) and action taken as necessary.

Complaints

Councillors or employees who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter through the agreed procedures. A copy of these procedures is available from The Parish Clerk All complaints of discrimination will be dealt with seriously, promptly and confidentially.

Every effort will be made to ensure that any Councillor or employee who makes complaints will not be victimised. Any complaint of victimisation will be dealt with seriously, promptly and confidentially. Victimisation will result in disciplinary action and may warrant dismissal.

Complaints from members of the public will be dealt with under agreed procedures (a copy of these procedures is available from The Parish Clerk

Date:

Signature:
Chairman Old Buckenham Parish Council