



ECCLESFIELD PARISH COUNCIL

Serving the Community since 1894

EQUAL OPPORTUNITIES POLICY

Ecclesfield Parish Council recognises that many different people live and work in the Parish. It welcomes this diversity as an asset to the community. It will encourage and promote involvement in the Council by all members of the community.

The Council is opposed to discrimination in any form. It recognises that it has a moral and legal responsibility to promote equal opportunities and it will pursue equality in all of its work and activities.

The Equality Act 2010 (as amended) legally protects people from discrimination. The Act applies to all organisations that provide a service to the public or a section of the public. It is against the law to discriminate against anyone because of: -

- Age.
- Being or becoming a transsexual person.
- Being married or in a civil partnership.
- Being pregnant or on maternity leave.
- Disability.
- Race including colour, nationality, ethnic or national origin.
- Religion, belief or lack of religion/belief.
- Sex.
- Sexual orientation.

This Act is fully supported by the Council.

The Council opposes all forms of unlawful and unfair discrimination whether it be direct or indirect discrimination, victimisation, or harassment on the grounds of any of the protected characteristics defined in law. It is committed to the promotion and

delivery of equal opportunities in the workplace and in the delivery of services. In all its activities it will have due regard to the aims of the Equality Act.

The Council strives to ensure that its services and activities meet the varied needs and expectations of the local people and that everyone has equal access to these. This includes:

- That it welcomes views, opinions, and ideas from all members of the Parish.
- That it welcomes and encourages all members of the community to offer to serve as Parish Councillors; to attend and participate in Council meetings and to take part in Council projects and initiatives.
- No form of bullying, harassment or intimidation will be tolerated.
- That it will make information on the work and decisions of the Council widely available in order to ensure the maximum awareness of opportunities to contribute to the work of the Council.
- That it will afford equal treatment to all employees and prospective employees. No job applicant or employee will receive less favourable treatment on the grounds of age, race, religion, nationality, sex or sexual orientation, marital status, pregnancy, physical or other disability. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency and effectiveness of the Council.

This policy applies to all employees, volunteers, placements, contractors and members of the Council, and all share a responsibility when representing the Council or carrying out the functions of their office.

Overall responsibility for the implementations, monitoring and review of the policy and procedures lies with the Full Council. A policy review will take place regularly.

Adopted by Council January 2021

Review date January 2023