

Equal Opportunities Policy

Introduction

Wrockwardine Parish Council ('the Council') recognises the diversity of the local community and the value this brings to community life. The Council aims to provide each member of the community with fair and equal treatment in all its activities. Under the Equality Act 2010 it is unlawful to discriminate against any individual on the grounds of age; disability; gender reassignment; marriage and civic partnership; pregnancy and maternity; race; religion or belief; sex or sexual orientation.

The Council aims to treat people it serves or employs fairly, consistently, impartially and with respect, and strives to meet the needs of each individual. However, the Council is a relatively small one and currently has only one employee. It is also not responsible for the management of any buildings and its service provision is limited.

The Council, as a corporate body, has responsibilities as an employer, a service provider and a public authority, but both Members and employees as individuals also have responsibilities as well as rights. The Council will treat all its employees, partners, customers and volunteers with dignity and respect, free from discrimination, victimisation and harassment. The Council is committed, in so far as is reasonably practicable and is within the Council's resources, to adopt flexible strategies and practices that cater for all and take into account an individual's circumstances and varying needs.

Our Commitment

The Council

- Understands its obligations under the Equality Act 2010
- Will ensure that equality is brought into the mainstream of all Council activities by planning and delivering a high standard of service, which underpins the Council's commitment to improving the quality of life for residents;
- Where it provides services, they will be accessible, meaningful, responsive and appropriate to everyone, with particular regard to the needs and diversity of local communities;
- Will welcome, encourage and work to promote its community engagement role, ensuring that opportunities to communicate with the Council, influence or participate in its decision-making processes are equally and openly available to people from all sections of the community;
- Will seek to develop ways of promoting and achieving equality of access and outcomes in its services and will act in accordance with all appropriate legislation and ensure that it does not subject any person to conditions or requirements that cannot be justified;
- Will ensure that all employees, whether full-time, part-time, fixed contract, agency workers or temporary, will be treated fairly and equally. Selection for recruitment, employment,

promotion, training, remuneration or any other benefit will be on the basis of aptitude and ability. 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 of the Council;

- Will ensure that every employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.

Responsibilities

The implementation of this policy is the Council's responsibility, as part of their normal activities and of the companies and individuals contracted to work for the Council. It is expected that everyone will operate within the policy and ensure that equality is upheld both in principle and practice.

The Council will encourage and develop all employees to support and carry out the requirements of the Equal Opportunities Policy.

Overt breaches of the Equal Opportunities Policy may be regarded as misconduct and could lead to disciplinary proceedings.

Councillors have overall responsibility for direction and scrutiny of this policy and will ensure that the principles of fairness and equality guide the decision-making process.

The Clerk will ensure that the standards established within this policy are followed and will advise the Council on changing legislation.