



## **Carsington and Hopton Parish Council Equality Opportunities Policy.**

**Adopted May 2024**

**Review Date May 2025**

### **Introduction**

The purpose of the Equal Opportunities Policy is to provide equal opportunities to all users of the Parish Council and those employed by it. Irrespective of gender, race, ethnic origin, disability, age, nationality, sexuality, religion, marital status and social class. This policy draws on the framework of the Equality Act 2010, and the Protection from Harassment Act 1997.

Furthermore, the Parish Council recognises that it can take positive action in general for the advancement of equality and the fostering of good relations between those who share protected characteristics and those who do not.

### **Statement of Equal Opportunities**

Carsington and Hopton Parish Council is committed to the principle of equal opportunities and declares its opposition to any form of less favourable treatment, whether through direct or indirect discrimination accorded to the general public including on the grounds of their gender, race, ethnic origin, disability, nationality, marital status or sexual orientation. The council recognises its obligations under the Equality Act 2010 and associated Codes of Practice to aim to eliminate discrimination on the grounds of race, sex or marital status, or disability and the promotion of equality of opportunity in employment.

### **General Practices**

- 1.** The Parish Council states its wholehearted support for the principles of equal opportunity and recognises that it is the duty of all members and employees to accept their personal responsibility for fostering at work the principles of equal opportunity and social harmony.
- 2.** The Parish Council will actively promote equal opportunities throughout the council to ensure that individuals receive treatment that is fair and equitable.
- 3.** The Parish Council will ensure that individuals are recruited and selected, promoted and trained on objective criteria having regard to their abilities. Reasonable adjustments will be made so that a disabled person is not put in a detrimental position.
- 4.** The Parish Council recognises the problems that sexual or racial harassment may cause at work and is committed to ensuring that unacceptable behavior does not take

place. Cases will be dealt with under the Grievance and Disciplinary Policy.

5. The Parish Council will deal with any instances of victimisation arising from 4 above.

### **Recruitment, Training and Communications**

1. Training and development will be undertaken in accordance with this policy.
2. Vacancies will be filled in a manner compatible with the terms of this policy.
3. This policy will be brought to the attention of members, residents and employees and be available on the Council web site.
4. Members and employees are encouraged to bring to the attention of the Chair or Clerk any instances of discrimination they witness.