

## Equal Opportunities Policy

### PRINCIPLES:

Methwold Parish Council is committed to the promotion & delivery of equal opportunities and will not tolerate any form of discrimination based on disability, gender, sexual orientation, religion, race, culture, nationality, age, marital status or lifestyle. Our aim is to encourage and value diversity, belief, gender reassignment, pregnancy and maternity, include certain medical conditions multiple sclerosis, mmd, HIV and cancer

We recognise that many people in our society experience discrimination. We define discrimination as acting unfairly, directly or indirectly, against a group or individual through, for example, verbal comment, exclusion, denigration, harassment, victimisation or the failure to recognise their needs.

We believe that all forms of discrimination are unacceptable. We further believe that all our councillors and employees have a duty to ensure that this policy is effective.

### STATEMENT OF INTENT:

Methwold Parish Council aims to create a culture that:

1. Respects and values each individual
2. Promotes dignity, equality and diversity and
3. Encourages individuals and groups to fully develop their potential.

We aim to remove any barriers, bias or discrimination that prevents the achievement of these aims.

When dealing with employees and potential employees we will ensure equality of opportunity and fairness. Selection for employment will be on the basis of merit & ability only.

Methwold Parish Council believes that equality of opportunity should relate to all aspects of the work of the Council and will take every opportunity when working with other bodies and individuals to challenge discrimination.

### IMPLEMENTATION

It is the responsibility of the elected members, working with the Clerk, to ensure that this policy is maintained, implemented, monitored and reviewed.

Each councillor & employee is responsible for his or her own compliance with this policy. Breaches of the policy will be regarded as misconduct and could lead to disciplinary action.

Methwold Parish Council will ensure that all councillors and employees receive a copy of this policy. Appropriate training and guidance will be provided, as necessary, to support the implementation of this policy.

Councillors, employees, external bodies or individuals who feel their treatment is in contravention of this policy should raise the matter with the Chair or Vice-Chair of the Council. If the matter cannot be resolved informally, grievance and complaints procedures may come into effect.

**Communication of Policy**

A copy of this policy statement will be issued to each new employee.

Employees and Members have a responsibility to ensure that the Parish Council complies; not only with the legal requirements, but with the achievement of the policy, and their active involvement is encouraged.

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