



EQUAL OPPORTUNITIES POLICY

Introduction

Ashurst Wood Village Council (The Council) is committed to meeting the Public Sector Equality Duty set out in the Equality Act 2010, and will treat all employees, members, volunteers, partners, residents and customers equally and fairly in the exercise of its functions.

Commitment

The Council opposes all forms of unlawful and unfair discrimination. It will provide services, employment, information and representation to all, irrespective of their:

- Age
- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation.

Employment

All employees whether full-time, part-time, fixed contract, agency workers or temporary, will be treated fairly and equally. Selection for 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 talents and resources of the workforce will be fully utilised to maximise the efficiency of the Council.

Services

All those who use the services and facilities provided by the Council, or visit its premises, will be able to do so without discrimination and will be treated with dignity and respect. Steps will be taken to meet the needs of any person who finds it difficult to access facilities due to a protected characteristic.

Responsibilities

The Council is responsible for overseeing the implementation, monitoring and review of this policy.

The Clerk's responsibilities include communicating the policy and its implementation to staff, monitoring its implementation, and advising Members on recruitment and other matters concerning equal treatment.

All employees, members (elected or co-opted) and volunteers will be expected to act in accordance with this Policy in their treatment of colleagues, employees, volunteers, residents, customers and partners.

The ultimate responsibility for achieving the policy's objectives and for ensuring compliance with relevant statutes and codes of practice lies with the Council.

Intentional breaches of the provisions or spirit of this policy will be regarded as misconduct and could lead to disciplinary action in accordance with the council's disciplinary policy.

Employees may make complaints of discrimination under the Council's grievance policy. Any person may make a complaint under the Council's complaints policy. Enforcement action may also be taken under the Equality Act 2010.

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