

# **BARROW PARISH COUNCIL**

## **EQUAL OPPORTUNITIES POLICY**

Barrow Parish Council recognises that everyone has a contribution to make to our society and a right to equal opportunity.

No job applicant, employee, member, or council to which we provide services will be discriminated against by the parish council on the grounds of:

- Gender (including sex, marriage, gender re-assignment);
- Race (including ethnic origin, colour, nationality and national origin);
- Disability;
- Sexual orientation;
- Religion or belief;
- Age.

The parish council aims to promote equal opportunities, eliminate discrimination and eliminate harassment through the following:

- Opposing all forms of unlawful and unfair discrimination.
- All employees (whether part-time, full-time or temporary), members, or councils will be treated fairly and with respect.
- Membership will be open to all councils.
- Selection for employment/volunteering, training or any other will be on the basis of aptitude and ability.
- All employees and members will be helped and encouraged to develop their full potential and the talents and resources of individuals will be fully utilised to maximise the efficiency of the organisation.
- All employees and members have a legal and moral obligation not to discriminate and to report incidents of discrimination against any individual or group of individuals to the parish council. The parish council will then consider the complaint in line with official complaints procedure.

The parish council's commitment:

- To create an environment in which individual differences and the contributions of all our staff, members and councils are recognised and valued.
- Every employee, member and council is entitled to be part of an environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- Training, development and progression opportunities are available to all staff.
- Equality is good management practice and makes sound sense. Breaches of equality policy will be regarded as misconduct and could lead to disciplinary proceedings or membership disqualification.

The successful implementation of this policy depends on the awareness and commitment of all members of the parish council. Hence, all new members will be made aware of its existence on joining the organisation, and reminded they must conform with it on a regular basis.