

YAXLEY PARISH COUNCIL



EQUAL OPPORTUNITIES POLICY

Approved November 2015

Revised March 2017

Reviewed February 2020

PURPOSE

The purpose of this policy is to provide equal opportunities to all employees, recipients of services and all local residents, irrespective of their gender, race, ethnic origin, disability, age, nationality, national origin, sexual orientation, religion, marital status or social class. Yaxley Parish Council opposes all forms of unlawful and unfair discrimination.

All employees of Yaxley Parish Council, whether full-time, part-time, fixed contract, agency workers or temporary, will be treated fairly and equally. Selection for employment, promotions, training, remuneration or any other benefit will be on the basis for aptitude and ability. All employees will be helped and encouraged to develop their full potential and the talents to maximise the efficiency of the organisation.

All recipients of services, residents and the general public will be treated fairly and not discriminated against.

STATEMENT OF EQUAL OPPORTUNITIES

Yaxley Parish Council recognised its obligations under the Acts, more particularly detailed in the Schedule at the end of this document, and the spirit and intent of the related Codes of Practice:

- for the elimination of discrimination;
- for the promotion of equal opportunity;
- for the promotion of community cohesion.

COMMITMENT TO POLICY

- Yaxley Parish Council supports the principles and practices of equal opportunity. It recognises that it is the duty of all Councillors and Employees of the Council to accept their personal responsibility for fostering a fully integrated community at work by adhering to the principles of equal opportunity and maintaining and improving community cohesion.
- Yaxley Parish Council is committed to the development of effective policy, strategy and standards.
- Yaxley Parish Council will actively promote equal opportunities throughout the Council through the application of the content of the Acts (more particularly detailed in the Schedule at the end of the Policy) which will ensure that individuals receive treatment that is fair and equitable and consistent with their relevant aptitudes, potential skills, experiences and abilities. The Parish Clerk will seek to ensure that all employees and Councillors comply with these principles.
- 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.
- The commitment to equal opportunities in the workplace is good management practice and makes sound business sense.
- Breaches of this Policy will be regarded as misconduct and could lead to disciplinary proceedings.

- The effectiveness of the Policy will be monitored and reviewed on an annual basis.
- The Policy will be implemented within the framework of the relevant legislation, which includes:
 - Equal Pay Act 1970 and the Equal Pay for Work of Equal Value Amendment 1983;
 - Rehabilitation of Offenders Act 1974;
 - Sex Discrimination Act 1975 and (Amendment) 1986;
 - The Protection from Harassment Act 1997;
 - Gender Reassignment Act 2004;
 - Race Relations (Amendment) Act 2000;
 - Employment Equality (Religion or Belief) Regulations 2003;
 - Employment Equality (Sexual Orientation) Regulations 2003;
 - Equality Act 2010.