

MARSTON PARISH COUNCIL

EQUAL OPPORTUNITIES POLICY

Marston Parish Council recognises that everyone has right to equal opportunity. The principles of this policy are based upon the Code of Conduct in relation to promoting and maintaining high standards of conduct by Members.

No job applicant or employee, Council Member, organisation or individual to which we provide a service or from whom we receive goods or services will be discriminated against by us on the grounds of:

- Gender
- Race
- Disability
- Sexual Orientation
- Religion or Belief
- Age

We aim to promote equal opportunities and eliminate discrimination and harassment through the following:

- Opposing all forms of unlawful and unfair discrimination
- Treating everyone with whom we encounter in our public role with respect.
- Selection for employment will be based solely upon an individual's aptitude and ability and reasons for the selection or rejection of candidates will be recorded.
- Helping and encouraging all Members and staff to develop their full potential and fully utilising the talents and resources of individuals so as to maximise the effectiveness of the organisation.
- Ensuring that all Members and staff are aware of their legal and moral obligation not to discriminate and to report incidents of discrimination against any individual or group.

Our Commitment

- To create an environment in which the individual contributions of all our Members and staff are recognised and valued.
- To recognise that every Member and member of staff is entitled to be part of an environment that promotes dignity and respect to all.
- To ensure that no form of humiliation, intimidation, bullying or harassment is tolerated.
- To make training available to all Members and staff members, as required.
- To understand that equality is good management practice and makes sound sense.
- Breaches of our Equal Opportunities Policy will be regarded as misconduct and could lead to disciplinary proceedings.

This policy is supported by all Parish Council Members and staff. All new Members of the Parish Council and staff will be made aware of its existence and reminded they must conform to it at all times.

This policy will be reviewed and amended annually or as required by the Parish Council.

This policy was approved and adopted by the Parish Council on 7th July 2016.