

**SEASCALE PARISH COUNCIL****EQUAL OPPORTUNITIES POLICY**

The aim of this policy is to communicate the commitment of Seascale Parish Council, its members and clerk to the promotion of equality and diversity in relation to Seascale Parish Council.

It is the parish council's policy to provide services and employment to all irrespective of:

- gender, including gender reassignment
- marital or civil partnership status
- having or not having dependants
- religious belief or political opinion
- race (including colour, nationality, ethnic or national origins)
- disability
- sexual orientation
- age

Seascale Parish Council is opposed to all forms of unlawful and unfair discrimination. All people and employees will be treated fairly and will not be discriminated against on any of the above grounds. Decisions about recruitment and selection of staff will be made objectively and without unlawful discrimination.

Seascale Parish Council recognises that the provision of equal opportunities in the community is good practice. This equal opportunities policy will help all those who are council members or work for the council to develop sound and effective policies that impact on the village and surrounding areas. Seascale Parish Council aims to create a culture that respects and values each others' differences, that promotes dignity, equality and diversity. It aims to remove barriers, bias or discrimination that prevent individuals or groups from realising their potential and contributing fully to the community to develop a culture that positively values diversity.

Seascale Parish Council will challenge discrimination. It aims to provide equality and fairness to all in the community irrespective of gender, marital status, race, ethnic origin, religion or belief, disability, sexual orientation, gender reassignment or age.

**Equality commitments**

Seascale Parish Council is committed to:

- promoting equality of opportunity for all persons
- promoting a good and harmonious environment in which all persons are treated with respect

- preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation
- fulfilling its legal obligations under equality legislation and associated codes of practice
- complying with its own equal opportunities policy and associated policies
- taking lawful affirmative and positive action where appropriate

This policy is fully supported by all members of Seascale Parish Council and was approved at its meeting on [insert date].

### **Implementation**

The Chairman has specific responsibility for the effective implementation of this policy. In order to implement this policy he or she shall:

- communicate the policy to members, the clerk and members of the public
- incorporate equal opportunities into general practice
- ensure that other persons or organisations will comply with the policy in their dealings with the council

### **Monitoring and review**

Seascale Parish Council will establish appropriate information and monitoring systems to assist the effective implementation of its equal opportunities policy.

The effectiveness of its equal opportunities policy will be reviewed at least annually, and action taken as necessary.

In addition to its internal procedures, any person has the right to pursue complaints of discrimination under the following anti-discrimination legislation:

- Sex Discrimination (Gender Reassignment) Regulations and Gender Recognition Act (2004)
- Civil Partnership Act (2004)
- Disability Discrimination Acts (1995, 2006)
- Disability Equality Duty (2006)
- Employment Equality (Religion or Belief) Regulations (2003)
- Equality Act (2006)
- Employment Equality (Age) Regulations (2006)
- Rehabilitation of Offenders Act (1974)
- Part Time Workers (Prevention of Less Favourable Treatment) Regulations (2000)
- Fixed Term Employees (Prevention of Less Favourable Treatment) Regulations (2002)
- Equal Pay Act (1970) (as amended)

- Race Relations Act (Amendment) Regulations (2003)
- Race Relations Code of Practice (1983)

Prepared by: Sonia Batten on 01.04.14

Forwarded for consideration by F&GP Committee at its meeting 23.04.14

Forwarded under recommendation to Seascale Parish Council at its AGM 07.05.14