

Thornhackett Parish Council

Equal Opportunity Policy

The aim of this policy is to communicate the commitment of Thornhackett Parish Council and members to the promotion of equality of opportunity by Thornhackett Parish Council.

It is our policy to provide equality of membership to all, irrespective of:

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

We are opposed to all forms of unlawful and unfair discrimination. Every person will be treated fairly and will not be discriminated against on any of the above grounds. All decisions of the Council will be made objectively, without unlawful discrimination, and based on aptitude and ability.

We recognise that the provision of equal opportunities in all our activities will benefit the organisation and residents. Our equal opportunities policy will help members to develop their full potential and the talents and resources of the members will be utilised fully to maximise the effectiveness of the organisation.

Thornhackett Parish Council recognises that there is a statutory duty under to implement an equal opportunities policy. This policy applies to applicants for employment, volunteers and members of the group alike.

Thornhackett Parish Council is committed to the principles and practice of Equality. Thornhackett Parish Council values the diversity of the local population. We want our services, facilities and resources to be accessible and useful to every citizen regardless of gender, age, ethnic origin, religious belief, disability, marital status, sexual orientation, or any other individual characteristic which may unfairly affect a person's opportunities in life.

Equality commitments

We are committed to:

- promoting equality of opportunity for all persons

- promoting a good and harmonious learning environment in which all persons are treated with respect and dignity and in which no form of intimidation or harassment is tolerated
- preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation
- fulfilling all our legal obligations under the equality legislation and associated codes of practice
- complying with our own equal opportunities policy and associated policies
- taking lawful affirmative or positive action, where appropriate
- breaches of our equal opportunities policy will be regarded as misconduct and appropriate action will be taken

Implementation

The Chairman of the Council have specific responsibility for the effective implementation of this policy. We expect all members to abide by the policy and help to create the equality environment which is its objective.

Complaints

Anyone who believes that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter through the Parish Council. All complaints of discrimination will be dealt with seriously, promptly and confidentially. Please contact the clerk.

Every effort will be made to ensure that those who make complaints will not be victimised. Any complaint of victimisation will be dealt with seriously, promptly and confidentially.

Complaints from members of the public will be dealt with under the standing orders of the Parish Council.

Review date: Within 3 years of adoption by Council

Amended: February 2022; Adopted by Council: March 2022

Reviewed: April 2025; Re-adopted by Council: May 2025