



Oswestry Rural Parish Council

EQUAL OPPORTUNITIES POLICY

The aim of this policy is to communicate the commitment of the Council and its staff to the promotion of equality within Oswestry Rural Parish Council.

It is the Council's policy to provide equality of membership to all, irrespective of:

- Gender, including gender re-assignment
- 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

The Council is opposed to all forms of unlawful and unfair discrimination. All Members of the Council and its staff will be treated fairly and will not be discriminated against on any of the above grounds. Decisions on membership, selection of office, training or any other benefit will be made objectively, without unlawful discrimination, and based on aptitude and ability.

The Council recognises that the provision of equal opportunities in all of its activities will benefit the Council and its staff. This Policy will help members to develop their full potential and the talents and resources of Members will be utilised fully to maximise the effectiveness of the organisation.

The Council recognises its statutory duty to implement this Policy which applies to applicants for employment, volunteers and members of the Council alike.

The Council is committed to the principles and practices of equality and values the diversity of the local population. The Council wants its 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.

Equal Commitments

The Council is committed to:

- Promoting equality of opportunity for all persons.
- Promoting a good and harmonious learning environment in which everyone is 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 its legal obligations under equality legislation and associated codes of practice.

- Complying with the Council's own Equal Opportunities Policy and associated policies.
- Taking lawful affirmative or positive action, where appropriate.
- Breaches of the Council's own Equal Opportunities Policy will be regarded as misconduct.

Implementation

All Members have the responsibility for the effective implementation of this Policy. The Council objective is for all Members to create and maintain an equality environment. In order to implement this Policy, the Council will:

- Communicate this Policy by issuing a copy of this document to all Members.
- Endeavour through appropriate training to ensure that it will not consciously or unconsciously discriminate in the selection or recruitment of applicants to serve the Council.
- Incorporate specific and appropriate duties in respect of implementing this Policy within the roles and responsibilities of the Council.
- Incorporate equal opportunities notices into general communications practices.
- Ensure that adequate resources are made available to fulfil the objectives of this Policy.

Monitoring and Review

The Council will establish appropriate monitoring systems to assist with the effective implementation of this Policy and this will be reviewed on a regular basis. Remedial action will be taken where necessary.

Complaints

Any complaints will be dealt with in accordance with the Council's Complaints Procedure.

Policy adopted: 27 October 2015

Last reviewed: 29 October 2019

Next Review: Date October 2021