



## HORNINGLOW AND ETON PARISH COUNCIL – EQUALITY OPPORTUNITIES POLICY

### **Horninglow and Eton Parish Council is an Equal Opportunity Employer**

#### **Legal Position**

It is unlawful to discriminate against an individual on the following grounds:-

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

#### **1 The Policy Aims**

Horninglow and Eton Parish councils intention is to be an effective Equal Opportunities organization. This means it will do everything in its power to ensure that everyone has equal access and is treated with respect, in relation to employment opportunities, to its services and to all its activities.

#### **2 As an Employer**

All employees are required to treat one another with mutual respect. Actions, behaviours and attitudes should consistently demonstrate respect for the dignity and worth of an individual, irrespective of the position they have within the organization

Horninglow and Eton parish council makes every effort to create a workplace where individuals are valued, listened to and treated with respect

Harrasment and discrimination in any form is unacceptable behavior and offenders will be subject to disciplinary action

#### **3 As a service provider**

Horninglow and Eton parish council will strive to ensure that all services provided by, or on behalf of the council are made accessible to all individuals and groups equally and without discrimination

All service users will be treated with respect. Actions, behaviours and attitudes should consistently demonstrate respect for the dignity and worth of an individual

Horninglow and Eton parish Council will ensure that all contractors directly supplying goods and services or executing works for, or on behalf of the council will comply with this councils stated policy.



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### **4 Role of councillors and employees**

All councillors and employees are responsible for implementing the council's equal opportunities policy. It is important that all individuals who are employed by the council appreciate that they have a responsibility and a role to play in the provision of equal opportunities.

### **5 Monitoring of equal opportunities**

The council's personnel committee will have responsibility for the implementation and monitoring of the policy as it applies to the parish council as an employer.

Complaints from staff about discrimination or unfair treatment will be dealt with as laid down in the council's grievance procedure.

Complaints from members of the public about discrimination or unfair treatment will be dealt with through the council's complaints procedure.