

## **Stow Bardolph Parish Council Equality Policy**

Stow Bardolph Parish Council is committed to implementing equality of opportunity whilst carrying out its various functions. We are committed to the development of effective policy, strategy and standards, and to the monitoring, review and evaluation towards the achievement of equality of opportunity for all.

The purpose of this policy is to provide equal opportunities in the provision of services and access to Parish Council facilities, and to all employees, irrespective of their characteristics. The Council opposes all forms of unlawful and unfair discrimination whether it be direct or indirect discrimination, victimisation or harassment. Breaches of the Parish Council's Equality Policy will be regarded as serious misconduct and could lead to disciplinary proceedings.

The Council recognises its statutory duties under legislation in terms of service provision and employment and is committed to meeting them by complying with this policy.

Stow Bardolph Parish Council will not discriminate against any individual on the following grounds:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation
- any other individual characteristic that may limit a person's opportunity in life

All employees will be treated fairly and equally. Selection for employment, promotion, training, remuneration or any other benefit will be on the basis of aptitude and ability. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the council.

The Council also recognises that whilst much can be achieved through the development of policies, practices and procedures to eliminate unlawful and unfair discrimination, real progress towards equality of opportunity requires a programme of action which involves the commitment and participation of staff and Councillors. Equal opportunities require a genuine commitment to the policy from everyone. Training in relation to the responsibility of the Council in delivering services that are accessible to all will be sought and undertaken.

The Council will comply with all current and future legislation referring to equality and diversity and will aim to promote good practice in all aspects of the organisation.

Last review: 12<sup>th</sup> March 2024

Next Review: March 2026