

Equal Opportunities Policy

Policy Statement

The Parish Council is committed to adhering to a policy of Equal Opportunities for all councillors, volunteers and employees of council.

Policy Objective

The purpose of this policy is to ensure that Upton Parish Council provides equal opportunities to all councillors, volunteers and employees, irrespective of their characteristics (unless there are genuine occupational qualifications or objectively justified reasons for a different approach to be taken). We oppose all forms of unlawful and unfair discrimination whether it is direct or indirect discrimination, victimization or harassment on the grounds of any of the protected characteristics defined in the Equality Act 2010.

The Equality Act 2010 defines the following “protected characteristics”:-

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

Scope

All councillors, volunteers and employees whether full-time, part-time, fixed term contract or temporary, will be treated fairly and equally. Selection for post, promotion, training, remuneration or any other benefit will be on the basis of aptitude and ability. All councillors, volunteers and employees will be helped and encouraged to develop their full potential and their talents will be fully utilised to maximise the efficiency of Upton Parish Council.

Declaration

Every councillor, volunteer and employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.

The commitment to equal opportunities in the workplace is good management practice and makes sound business sense as it seeks to utilise the talents available from the local community, representing Society as a whole.

Breaches of our equal opportunities policy will be regarded as serious misconduct and could lead to disciplinary proceedings. Councillors, volunteers and employees are entitled to complain about discrimination or harassment or victimization through the council's Grievance procedure.

All Councillors, volunteers and employees of the Upton Parish Council should read this Equal Opportunities Policy. Having read this Policy they must adhere to the Policy whilst involved in the work of Upton Parish Council.

This Policy will be reviewed annually at the January Parish Council meeting (commencing from 2012).