

Hartley Wintney Parish Council – Equal Opportunity Policy

In accordance with the Equality Act 2010, no job applicant or employee, councillor, volunteer or organisation/individual to which we provide services or employment will be discriminated against by us on the grounds of:

- Gender (including sex, marriage, civil partnership, gender reassignment);
- race (including ethnic origin, colour, nationality and national origin);
- disability;
- sexual orientation;
- religion or belief;
- age;
- pregnancy and maternity.

The Council has a legal public sector equality duty to comply with all relevant legislation aiming to promote equal opportunities and to eliminate direct and indirect discrimination, harassment and victimisation through the following:

- Opposing all forms of unlawful and unfair discrimination;
- all employees (whether part-time, full-time or temporary), volunteers, councillors and beneficiaries will be treated fairly and with respect;
- selection for employment/volunteering, promotion, training or any other benefit will be on the basis of aptitude and ability. All selection / rejection decisions will be recorded;
- all employees/volunteers/councillors will be helped and encouraged to develop their full potential and the talents and resources of individuals will be fully utilised to maximise the efficiency of the organisation;
- all employees/volunteers/councillors have a legal and moral obligation not to discriminate and to report incidents of discrimination against any individual or group of individuals to the Chairman.

The Council commits:

- To create an environment in which individual differences and the contributions of all our staff, volunteers, councillors and beneficiaries are recognised and valued;
- that every employee, volunteer, member and beneficiary is entitled to be part of an environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated;
- that training, development and progression opportunities are available to all staff/volunteers;
- that equality is good management practice and makes sound sense.

Breaches of our Equal Opportunity policy by the Council or its employees will be regarded as misconduct and could lead to disciplinary proceedings or membership disqualification.

This policy will be monitored and reviewed annually by the Policy Committee. The successful implementation of this policy depends on the awareness and commitment of all staff, volunteers and members. Hence, all new staff, volunteers and members will be made aware of its existence on joining the organisation and will be reminded they must conform on a regular basis.

Additional information

For further information, please contact the Executive Clerk or the Chairman of the Policy Committee.

Amendment Record

- Version 1: Initial Issue as Interim Policy – 24th April 2013
Adopted by Full Council – 24th April 2013
- Version 2: Initial Issue as Interim Policy – 20th March 2017

Version 3: Adopted by Full Council – 3rd April 2017
 Reviewed at Policy Committee – 21st January 2019
 Adopted by Full Council – 4th February 2019