

HARTLEY WINTNEY PARISH COUNCIL

POLICY NAME	Equal Opportunity Policy
POLICY NO/REF	HWPC/9 2023
EFFECTIVE DATE/FC	03/07/2023
APPROVAL	
DATE OF LAST REVISION	June 2023
VERSION NUMBER	4
LEAD COMMITTEE	Staffing Committee

VERSION HISTORY				
VERSION	APPROVED BY	REVISION DATE	DESCRIPTION OF CHANGE	AUTHOR
1	Adopted by Full Council 24.04.2013	Initial Issue as Interim Policy 24.04.2013		
2	Adopted by Full Council 03.04.2017	Initial Issue as Interim Policy 20.03.2017 Reviewed at Policy Committee 21.01.2019		
3	Adopted by Full Council 04.02.2019	Reviewed at Policy Working Group 14.06.2023	Transferred to template format	SD
4	Adopted by Full Council 03.07.2023			

APPROVAL AND REVIEW

ADDITIONAL NOTES

POLICY STATEMENT

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 (whether mental or physical);
- sexual orientation;
- religion or belief;
- age;
- pregnancy and maternity.

TERMS AND DEFINITIONS

TERM	DEFINITION

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POLICY CONTENT

1. Compliance

1.1 The Parish 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 of the Council.

2. Our commitment

2.1 The Parish 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.

3. Breach of policy

3.1 Breaches of our Equal Opportunity policy by the Parish Council whether as a body or as individual members, or its employees will be regarded as misconduct and could lead to disciplinary proceedings or membership disqualification.

4. Monitoring and review

4.1 This policy will be monitored and reviewed annually by the Policy Working Group.

4.2 The successful implementation of this policy depends on the awareness and commitment of all staff, volunteers and Councillors. Hence, all new staff, volunteers and Councillors will be made aware of its existence on joining the organisation and will be reminded they must conform on a regular basis.

RELATED POLICIES AND OTHER REFERENCES

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