

# Collingham with Linton Parish Council

## **EQUAL OPPORTUNITIES POLICY**

The aim of this policy is to communicate the commitment of the Parish Council, its Members and Clerk to the promotion of equality and diversity in relation to Collingham with Linton Parish Council. Collingham with Linton Parish Council is opposed to all forms of unlawful and unfair discrimination.

All people and employees will be treated fairly and will not be discriminated against on the grounds of

- gender, including gender reassignment
- marital or civil partnership status
- having or not having dependants
- religious belief or political opinion
- race (including colour, nationality, ethnic or national origins)
- disability
- sexual orientation
- Age

Collingham with Linton Parish Council recognises that the provision of equal opportunities in the community is good practice.

Collingham with Linton Parish Council is committed to:

- Promoting equality of opportunity for all persons, and ensuring that people are treated solely on the basis of their abilities and potential
- Promoting a culture that respects and values differences, and that promotes equality and fairness to all in the community
- Ensuring that all decisions about recruitment and selection of staff are made objectively and without unlawful discrimination
- Fulfilling its legal obligations under equality legislation and associated codes of practice
- Taking an inclusive approach to providing access to our services and facilities for as wide a range of people as possible, acknowledging that there may be some circumstances where particular provision may be necessary for people with certain disabilities

### **Implementation**

The Chairman has specific responsibility for the effective implementation of this policy.

### **Monitoring and Review**

The effectiveness of our equal opportunities policy will be reviewed annually, and action taken as necessary.

In addition to our internal procedures, any person has the right to pursue complaints of discrimination under the following anti-discrimination legislation:

- Sex Discrimination (Gender Reassignment) Regulations and Gender Recognition Act 2004
- Civil Partnership Act 2004
- Disability Discrimination Acts 1995, 2006
- Disability Equality Duty 2006
- Employment Equality (Religion or Belief) Regulations 2003
- Equality Act 2006
- Equality Act 2010
- Employment Equality (Age) Regulations 2006
- Rehabilitation of Offenders Act 1974
- Part Time Workers (Prevention of Less Favourable Treatment) Regulations 2000
- Fixed Term Employees (Prevention of Less Favourable Treatment) Regulations 2002
- Equal Pay Act 1970 (As amended)
- Race Relations Act 1976 (Amendment) Regulations 2003
- Race Relations Code of Practice 1983

**Adopted by resolution 3.5.16**