

Crosby Ravensworth Parish Council

Equal Opportunities Policy

Adopted by Full Council on 5 February 2018

Introduction

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 Crosby Ravensworth Parish Council.

It is our policy to treat all volunteers, members, employees and anyone who may work for us equally, irrespective of:-

- Gender, including gender reassignment
- Marital or civil partnership status
- Having or not having dependents
- Religious belief or political opinion
- Race (including color, nationality, ethnic or national origins)
- Disability
- Sexual orientation
- Age
- Employment status
- Housing status
- Any other unfair grounds that derive from a person's social status or identity

Crosby Ravensworth Parish Council is opposed to all forms of unlawful and unfair discrimination. All Council Members, employees, volunteers and others who may work for us will be treated fairly and will not be discriminated against on any of the above grounds. Decisions about recruitment and selection of staff will be made objectively and without unlawful discrimination.

Crosby Ravensworth Parish Council recognises that the provision of equal opportunities in the community is good practice. This Equal Opportunities Policy will help all those who are Council Members, employees, volunteers, or anyone who may work for us to develop their full potential and the talents and resources of the workforce will be utilised fully to maximise the efficiency of the Parish Council. Crosby Ravensworth Parish Council aims to create a culture that respects and values each other's' differences, that promotes dignity, equality and diversity. We aim to remove barriers, bias or discrimination that prevents individuals or groups from realising their potential and contributing fully to the community to develop a culture that positively values diversity.

We are committed to:-

- Promoting equality of opportunity for all persons
- Promoting a good and harmonious working environment in which all persons are treated with respect
- Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation
- Fulfilling all our legal obligations under the Equality Legislation and associated Codes of Practice
- Complying with our own Equal Opportunities Policy and associated Policies

This policy is fully supported by all Members of Crosby Ravensworth Parish Council

Implementation

The Chair has specific responsibility for the effective implementation of this Policy. In order to implement this policy the Parish Council will:

- Promote equality
In developing the Parish services we offer we will take various factors into account – especially the views, needs and capacity of our sponsors, partner organisations and service users.
- Celebrate cultural diversity
While working against the unjust differences created by social exclusion, we embrace the fact that our society includes rich differences in culture, belief and social identity. We welcome this kind of diversity in all our work.
- Remove unacceptable behaviour
There are some varieties of belief and expression that we do not support. We will do everything in our power to challenge views that are inconsistent with equal opportunities. This means stereotypes of particular groups of people, and views that are prejudiced, degrading or offensive.

We will not employ staff, volunteers or councillors who hold or express views of this kind, nor will we work with organisations that are opposed to equal opportunities.

- As a service provider
We will take equal opportunities into account when making management and policy decisions, including:

- considering accessibility issues in project planning – e.g. timing of projects to avoid religious festivals,
- physical accessibility of venues for wheelchairs and children's pushchairs
- wherever possible encouraging participants in the planning and running of our activities
- helping project partners to support the involvement of particularly disadvantaged people, e.g. working in cooperation with their interpreters for people who do not speak English, signers for deaf participants,
- support workers for people with severe learning or physical difficulties
- seeking advice and support from specialists, where appropriate, to meet particular needs
- making no assumptions about people's abilities
- valuing everyone's involvement and, if necessary, finding imaginative ways to engage people with additional needs
- challenging remarks or behaviour that are discriminatory, and excluding people from participation in extreme cases where other participants are offended or side-lined

Evaluate and monitor

The Parish Council is committed to reviewing this policy and improving our practice in the light of information and experience.