

CHURCH CROOKHAM PARISH COUNCIL

EQUAL OPPORTUNITIES POLICY

INTRODUCTION

Church Crookham Parish Council (CCPC) recognises that as a corporate body it has responsibilities as an employer, a service provider and a public authority. It also recognises both members and employees as individuals who have responsibilities as well as rights.

The implementation of an effective Equal Opportunities Policy is an integral part of its approach to a high standard of service provision.

The Council will treat all its employees, customers and members of the public with dignity and respect, free from discrimination, victimisation and harassment.

LEGAL POSITION

As set out under the Equality Act 2010 it is unlawful to discriminate against an individual on the following grounds:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

These are known as “protected characteristics” in part 2 of the Equality Act 2010.

In addition, Church Crookham Parish Council has a Public Sector equality duty in the exercise of its functions; as described under Part 11, Chapter 1, Section 149 of the Equality Act 2010 to have due regard to the need to:

- eliminate discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act;
- advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- foster good relations between those who share protected characteristics and those who do not share it.

OUR COMMITMENT

Church Crookham Parish Council



- understands its obligations under the Equality Act 2010
- is fully committed to its duty, imposed by Section 149 of the Equality Act 2010
- is committed to the principle of equal opportunities and declares its opposition to any form of less favourable treatment, whether through direct or indirect discrimination, on the grounds of the protected characteristics as specified in the Equality Act 2010
- is an Equal Opportunities employer and provider of services. It is committed to the promotion, maintenance and protection of the rights of individuals. The Council is committed to making full use of the talents and resources of its employees.

The effectiveness of the delivery of this equal opportunity policy is the responsibility of everyone connected with the Parish Council.

THE PARISH COUNCIL AS AN EMPLOYER

- The purpose of this policy is to provide equal opportunities to all employees or prospective employees, irrespective of their characteristics.
- CCPC opposes all forms of unlawful and unfair discrimination, victimisation or harassment on the grounds of any protected characteristics defined in the Equality Act 2010.
- All employees, whether full-time or part-time will be treated fairly and equally.
- Selection for employment, promotion, training, remuneration or any other benefit will be on the basis of aptitude and ability.
- All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the council.
- Every employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated. All staff should understand that they, as well as CCPC, can be held liable for acts of bullying, harassment, victimisation, and unlawful discrimination in the course of their employment, against fellow employees, customers and the public.
- CCPC will encourage all employees to support and carry out the requirements of this Equal Opportunities policy.
- Breaches of this Equal Opportunities Policy will be regarded as misconduct and could lead to disciplinary proceedings.
- 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.
- This policy is fully supported by all members of the Parish Council.

THE COUNCIL AS A DIRECT SERVICE DELIVERER

The Council's customers have the right to expect fair and non-discriminatory treatment whilst participating in or receiving any of the Council's services or activities. All aspects of the Council's Equal Opportunities Policy impact on the manner in which it directly delivers services to and for its residents.

The above requirements apply to all services and activities of the Council.

MONITORING AND REVIEW

Church Crookham Parish Council will review this policy from time to time with regard to

- . Recruitment and selection
- . Training and development
- . Disciplinary and grievance