

Cheverell Magna Parish Council Equal Opportunities Policy

Cheverell Magna Parish Council's Statement on Equal Opportunities

Cheverell Magna Parish Council is committed to implementing and promoting equal opportunities in its activities, services and practice. It realises that discrimination exists in society (whether protected by law or not), and believes that this prevents potential and ability from being realised in young people and others.

Cheverell Magna Parish Council will not tolerate discrimination on the basis of:

- Race
- Colour
- Gender
- Sexual orientation or identity
- Ethnic or national origin
- Disability
- Partnership status or home responsibility
- HIV or AIDS status
- Age
- Political or religious belief
- Trade union activity
- Socio-economic background
- Refugee or asylum seeker status

As a provider of a service to the community, Cheverell Magna Parish Council accepts the responsibility to promote equal opportunities and challenge discrimination wherever it occurs. This document sets out the main consequences of this commitment and the action to be taken in order to achieve equal opportunities.

Cheverell Magna Parish Council recognises that some users of its services may, because of their past or present distress or illness, say or do things which would otherwise be unacceptable and incompatible with Cheverell Magna Parish Council Equal Opportunities Policy. Cheverell Magna Parish Council will do all it can to challenge such behaviour. In cases where intervention is possible a gentle approach will be adopted which aims to alter attitudes and behaviour while maintaining support for the distressed person.

This policy relates to the work of Cheverell Magna Parish Council including: serving the village community; meeting individual residents' needs; dealing with employees, parish and county councillors, suppliers, contractors, volunteers and other associated third parties.

Cheverell Magna Parish Council realises that a genuine commitment to equal opportunities must operate on all levels:

- Cheverell Magna Parish Council will prevent unfavourable treatment, directly or indirectly, upon individuals from any group facing discrimination in its recruitment and deployment of human resources. Where discrimination does occur, it will be dealt with through the agreed procedures. This will be achieved by following the Cheverell Magna Parish Council Equal Opportunities Policy.

- Cheverell Magna Parish Council will seek to prevent discrimination and ensure equal representation in the services it provides, the structures that it facilitates and the practice through which it carries out its work.

Responsibility

1. Cheverell Magna Parish Council has responsibility for the effective operation of this policy. However, all councillors, employees, contractors, other third parties and volunteers have a duty as part of their involvement with Cheverell Magna Parish Council to do everything they can to ensure that the policy works in practice. Those responsible for recruiting volunteers to work on Cheverell Magna Parish Council projects are responsible for ensuring that they are aware of Cheverell Magna Parish Council Equal Opportunities Policy and adhere to it while working for or representing as Cheverell Magna Parish Council
2. Cheverell Magna Parish Council will bring to the attention of all councillors, employees, contractors, associated third parties and volunteers the existence of this policy, and will provide such training as is necessary to ensure that the policy is effective and that everyone is aware of it.
3. If any councillor, employee, contractor, associated third party or volunteer feels that they have been, or are being discriminated against, in any way, they are entitled to pursue the matter using Cheverell Magna Complaints policy and procedures.
4. All instances or complaints of discriminatory behaviour will be treated seriously.
5. Complaints or allegations of an unfounded or malicious nature will also be treated as serious.

Disabled Access

6. Cheverell Magna Parish Council will endeavour to ensure, as far as is practicable, that all the premises it uses have disabled access. When considering new premises, every effort will be made to ensure such premises are fully accessible.

Use of Language

7. Councillors, employees, contractors, volunteers and associated third parties should avoid and challenge the use of language which in any way belittles anyone
8. Where the language used has a personal impact on others, and it has been made clear to the person concerned that their use of such language is unwelcome and/or offensive, appropriate action will be taken.
9. All materials used or developed by Cheverell Magna Parish Council will be judged in the light of the promotion of equal opportunities, and those considered to be discriminatory will not be used.

Harassment and/or Bullying

10. No councillor, employee, contractor, third party, or service user should be subject to harassment and/or bullying.
11. This is interpreted as unwanted attention, conduct or behaviour which an individual finds personally offensive.

Forms of harassment/bullying include:

- verbal sexual abuse
- unwanted physical contact
- repeated remarks (verbal, written or in any other format) which an individual finds offensive
- pestering
- isolating/ignoring
- any other forms of harassment or victimisation.

12. If it has been made clear to the person concerned that their behaviour is unwelcome and they persist with it, then the recipient of the behaviour will be entitled to make a formal complaint.

Monitoring and Review

The Policy will be regularly reviewed by the Council to ensure there is consistent implementation and application of the policy by all concerned. This monitoring will apply to the practices of all those associated with the council.

It is the responsibility of every individual to eliminate discrimination and to ensure the practical application of this Policy.

Councillors, will review this policy every 3 years.

Adopted on: 1st December 2014

Signed Mrs L Wearn
Chairman

Policy to be reviewed December 2017