

LESSINGHAM WITH HEMPSTEAD AND ECCLES PARISH COUNCIL

Equal Opportunities Policy

The aim of this policy is to communicate the commitment of the Council and its staff to the promotion of equality of opportunity in Lessingham and Hempstead with Eccles Parish Council.

It is our policy to provide equality of membership to all, irrespective of:

- Gender, including gender reassignment
- Marital or civil partnership status
- Having or not having dependents
- Religious belief or political opinion
- Race [including colour, nationality, ethnic or national origins]
- Disability
- Sexual orientation
- Age

We are opposed to all forms of unlawful and unfair discrimination. All members of the Council and its staff will be treated fairly and will not be discriminated against on any of the above grounds. Decisions on membership, selection of officers, training or any other benefit will be made objectively, without unlawful discrimination, and based on aptitude and ability.

We recognise that the provision of equal opportunities in all our activities will benefit the Council and its staff. Our equal opportunities policy will help members to develop their full potential, their talents and resources of members/officers will be utilised fully to maximise the effectiveness of the organisation.

Lessingham and Hempstead with Eccles Parish Council recognises that there is a statutory duty to implement an equal opportunities policy. This policy applies to applicants for employment, volunteers and members of the Council alike.

Lessingham and Hempstead with Eccles Parish Council is committed to the principles and practices of equality. Lessingham and Hempstead with Eccles Parish Council values the diversity of the local population. We want our services, facilities and resources to be accessible and useful to every citizen regardless of gender, age, ethnic origin, religious belief, disability, marital status, sexual orientation, or any other individual characteristic, which may unfairly affect a person's opportunities in life.

EQUAL COMMITMENTS

We are committed to:

- Promoting equality of opportunity for all persons
- Promoting a good and harmonious learning environment in which all persons are treated with respect and dignity and in which no form of intimidation or harassment is tolerated
- 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
- Taking lawful affirmative or positive action, where appropriate
- Breaches of our equal opportunities policy will be regarded as misconduct and could lead to termination of membership.

Adopted November 2023

Review due November 2025