

Stainton & Streatlam Parish Council

Equal Opportunities Policy

1. Stainton & Streatlam Parish Council's Statement on Equal Opportunities

- 1.2 Stainton & Streatlam Parish Council is committed to implementing and promoting equal opportunities in its activities, services and practice.
- 1.3 Stainton & Streatlam 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
- 1.4 As a provider of a service to the community, Stainton & Streatlam 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.
- 1.5 Stainton & Streatlam Parish Council reserves the right to open its membership to any person who supports our aims and objectives. However, it will exclude from membership those persons that actively work against the development of an equal opportunities policy over time, despite encouragement from Stainton & Streatlam Parish Council
- 1.6 Stainton & Streatlam Parish Council realises that a genuine commitment to equal opportunities must operate on all levels:
- 1.7 Stainton & Streatlam Parish Council will prevent unfavourable treatment, directly or indirectly, upon individuals 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 Stainton & Streatlam Parish Council Equal Opportunities Policy.
- 1.8 Stainton & Streatlam Parish Council will seek to prevent discrimination and ensure equal representation for all, the structures that it facilitates and the practice through which it carries out its work. This may involve the development of greater diversity in the management committee and its members, to ensure a genuinely wide representation.

2 Responsibility

- 2.1 The committee of Stainton & Streatlam Parish Council has overall responsibility for the effective operation of this policy.

- 2.2 Stainton & Streatlam Parish Council will bring to the attention of all members 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.
- 2.3 If any member feels they are being discriminated against, in any way, they are entitled to pursue the matter with the committee.
- 2.4 All instances or complaints of discriminatory behaviour will be treated seriously.
- 2.5 Complaints or allegations of an unfounded or malicious nature will also be treated as serious.

3 Disabled Access

- 3.1 Stainton & Streatlam 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.

4 Use of Language

- 4.1 Members should avoid and challenge the use of language which, in any way, belittles anyone
- 4.2 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, disciplinary action may be taken if they persist with it.

5 Sexual Harassment

- 5.1 No member should be subject to sexual harassment.
- 5.2 This is interpreted as unwanted behaviour of a sexual nature including:
 - 5.2.1 verbal sexual abuse
 - 5.2.2 physical contact
 - 5.2.3 repeated remarks which an individual finds offensive
- 5.3 If it has been made clear to the person concerned that their behaviour is unwelcome and they persist with it, then the member who is the recipient of the behaviour will be entitled to make a formal complaint.

6 Monitoring and Review

- 6.1 The Policy will be constantly reviewed by the management committee to ensure that no Member of the group is put to a disadvantage either, directly or indirectly. This monitoring will apply to the practices of staff and members and the committee as a whole.
- 6.2 It is the responsibility of every individual to eliminate discrimination and to ensure the practical application of this Policy.
- 6.3 The committee of Stainton & Streatlam Parish Council will review this policy regularly.

Adopted in September 2014