

Blo' Norton Parish Council Equal Opportunities Policy

1. The Policy Aims

1.1 Blo' Norton Parish Council's intention is to be an effective Equal Opportunities organisation. This means it will do everything in its power to ensure that everyone has equal access, and is treated with respect, in relation to employment opportunities, to its services and to all its activities.

This Policy is written to be compliant with the Equality Act 2010: Schedule 19 – April 2011

2. As an Employer

The Parish Council is made up of a number of volunteer Parish Councillors and an employed Parish Clerk. The terms Staff is used here to mean all persons who form part of the Parish Council; these may be employees, elected Councillors, or Councillors who have been co-opted to the Parish Council.

2.1 All staff are required to treat one another with mutual respect. Actions, behaviour and attitudes should consistently demonstrate respect for the dignity and worth of an individual, irrespective of the position they have within the organisation.

2.2 Blo' Norton Parish Council is making every effort to create a workplace where individuals are valued, listened to and treated with respect.

2.3 Blo' Norton Parish Council maintains a work environment that seeks out and values the insight, experience, contribution and full participation of all staff.

2.4 Harassment and discrimination in any form is unacceptable behaviour and offenders will be subject to disciplinary action.

3. As a Service Provider

3.1 Blo' Norton Parish Council will strive to ensure that all services provided by, or on behalf of the Council are made accessible to all individuals and groups equally and without discrimination.

3.2 All service users will be treated with respect. Actions, behaviour and attitudes should consistently demonstrate respect for the dignity and worth of an individual.

3.3 Blo' Norton Parish Council will, wherever appropriate, work in partnership with other agencies in the area, including the district and county councils, voluntary groups and community organisations to promote equal opportunities.

3.4 Blo' Norton Parish Council will ensure that all contractors directly supplying goods and services or executing works for, or on behalf of the Council, comply with this Council's stated policy on equal opportunities.

4. The Policy in Action

4.1 As an Employer

Blo' Norton Parish Council aims to achieve the policy by:

- ensuring its' staff are made aware of their rights and responsibilities to each other, the customer and the organisation regarding equal opportunities issues;

- providing a way in which individuals can communicate any concerns;
- treating any unacceptable behaviour seriously;
- ensuring all Staff realise they have a key role in implementing this policy and are expected to take personal responsibility in ensuring its success;
- provide awareness training for any staff, should they so require, to ensure opportunities to develop relevant competencies are available to implement the policy of meeting the commitments required to be members of a “Positive about Discrimination” organisation.

4.2 As a Service Provider

Blo' Norton Parish Council aims to achieve its policy by:

- ensuring that no member of the public is disadvantaged, or treated less favourably than others, in terms of access to Council services. Where the Council's practice, policy or procedures are found to make access impossible or unreasonably difficult, we will take such steps as are reasonable in the circumstances to change these practices, policies or procedures;
- ensuring that, wherever practical, all public buildings and premises owned or managed by the Council are accessible to all.
- recognising the importance of communication in attaining equity and quality services, which are responsive to the needs of all local people, for example through the provision of information in large print or audio on request;
- complying with all relevant legislation relating to discrimination and equity.

5. Role of Councillors and Employees

5.1 All Staff are responsible for implementing the Council's Equal Opportunities Policy. It is important that all individuals who are employed by the Council appreciate that they have a responsibility and a role to play in the provision of equal opportunities.

6. Monitoring of Equal Opportunities

6.1 Staff have a general responsibility for implementation and monitoring. The Council as a whole is responsible for the implementation and monitoring of the policy as it applies to Blo' Norton Parish Council.

6.2 Complaints from staff about discrimination or unfair treatment will be dealt with appropriately.

6.3 Complaints from members of the public about discrimination or unfair treatment will be dealt with formally by consultation involving the Council members and Clerk.



Approved by:

Date: 22nd November 2020