

STICKNEY PARISH COUNCIL

EQUAL OPPORTUNITIES POLICY

Stickney Parish Council recognises that everyone has a contribution to make to our society and a right to equal opportunity.

No member, volunteer, organisation or individuals which we provide services will be discriminated against by us on the grounds of:

- Gender (including sex, marriage, gender re-assignment).
- Race (including ethnic origin, colour, nationality and national origin).
- Disability
- Sexual orientation
- Religion or belief
- Age

We aim to promote equal opportunities, eliminate discrimination and eliminate harassment through the following:

- Opposing all forms of unlawful and unfair discrimination.
- All members, volunteers and beneficiaries will be treated fairly and with respect.
- Membership will be open to all.
- All vacancies will be advertised and will include a statement on equal opportunities.
- Selection for membership, volunteering, training or any other benefit will be on the basis of aptitude and ability. All selection or rejection decisions will be recorded.
- All members and volunteers will be helped and encouraged to develop their full potential and the talents and resources of individuals will be fully utilised to maximise the efficiency of the organisation.
- All members and volunteers have a legal and moral obligation not to discriminate and to report incidents of discrimination against any individual or group of individuals to the Clerk to the Parish Council.

Our commitment:

- To create an environment in which individual differences and the contributions of all out members, volunteers and beneficiaries are recognised and valued.
- Every member, volunteer and beneficiary is entitled to be part of an environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- Training and development opportunities are available to all members and volunteers.
- Equality is good management practice and makes sound sense.

Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings or membership disqualification.

- This policy is fully supported by the Parish Council and has been agreed with the members.
- The policy will be monitored and reviewed annually.

The successful implementation of this policy depends upon the awareness and commitment of all members and volunteers. Hence, all new members and volunteers will be made aware of its existence on joining the Parish Council, and reminded they must conform to it on a regular basis.

Name: Name:
Chair Clerk

Signed: Signed:

Date: Date: