

KEGWORTH PARISH COUNCIL

EQUAL OPPORTUNITIES POLICY

Purpose

The purpose of this policy is to provide equal opportunities to all employees, recipients of services and all local residents, irrespective of their gender, race, ethnic origin, disability, age, nationality, national origin, sexual orientation, religion, marital status or social class. Kegworth Parish Council opposes all forms of unlawful and unfair discrimination.

All employees of Kegworth Parish Council, whether full-time, part time, fixed contract, agency workers or temporary, will be treated fairly and equally. Selection for employment, promotions, training, remuneration or any other benefit will be on the basis of aptitude and ability. All employees will be helped and encouraged to develop their full potential and the talents to maximise the efficiency of the organisation.

All recipients of services, residents and the general public will be treated fairly and not discriminated against.

Statement of Equal Opportunities

Kegworth Parish Council recognises its obligations under the Acts, more particularly detailed in the Schedule at the end of this document, and the spirit and intent of the related Codes of Practice:

- for the elimination of discrimination;
- for the promotion of equal opportunity;
- for the promotion of community cohesion.

Commitment to Policy

- Kegworth Parish Council supports the principles and practices of equal opportunity. It recognises that it is the duty of all Councillors and employees of the Council to accept their personal responsibility for fostering a fully integrated community at work by adhering to the principles of equal opportunity and maintaining and improving community cohesion.
- Kegworth Parish Council will actively promote equal opportunities throughout the Council through the application of the content of the Acts (more particularly detailed in the Schedule at end of this Policy) which will ensure that individuals receive treatment that is fair and equitable and consistent with their relevant aptitudes, potential skills, experiences and abilities. The Parish Clerk will seek to ensure that all employees and Councillors comply with these principles.
- Every employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.

- The commitment to equal opportunities in the workplace is good management practice and makes sound business sense.
- Breaches of Kegworth Parish Council’s Equal Opportunities Policy will be regarded as misconduct and could lead to disciplinary proceedings.
- The Policy will be monitored and reviewed annually.

Schedule

- Equal Pay Act 1970 and the Equal Pay for Work of Equal Value Amendment 1983,
- Rehabilitation of Offenders Act 1974,
- Sex Discrimination Act 1975 and (Amendment) 1986,
- The Protection from Harassment Act 1977,
- Gender Reassignment Regulations 1999,
- Race Relations (Amendment) Act 1000 and 2003,
- Employment Equality (Religion or Belief) Regulations 2003,
- Employment Equality (Sexual Orientation) Regulations 2003,
- Disability Discrimination (Amendment) Act 2004,
- Equality Act 2006.
- Equality Act 2010.
- Any future legislation that relates to Equality.

Dated the 7th October, 2013.

Signed
Mr. D. Hayes, Chairman.