



Redgrave Parish Council

EQUAL OPPORTUNITIES POLICY

1. Introduction

Redgrave Parish Council is opposed to all forms of unlawful and unfair discrimination. It is committed to promoting equal opportunities, eliminating discrimination and encouraging diversity in the community.

Redgrave Parish Council aims to:

- Create a culture that respects and values everyone's differences and which promotes dignity, equality and diversity regardless of gender, ethnicity, disability, sexuality, religion or faith.
- Promote dignity, equality and diversity.
- Remove barriers, bias or discrimination that prevent individuals or groups from realizing their potential and contributing fully to the community.
- Develop a culture that positively values diversity.

2. Scope

This policy applies to all Parish councillors, employees, contractors and volunteers, each of whom has a duty to uphold equal opportunity principles. Any breach by them of this policy will be dealt with through the code of conduct or disciplinary process.

3. Policy

It is Redgrave Parish Council's policy to provide representation, information, facilities, services and employment to all irrespective of:

- Gender, including gender reassignment
- Marital or civil partnership status
- Religious belief or political opinion
- Race (including colour, nationality, ethnic or national origins)
- Disability
- Sexual orientation
- Age

4. Equality Commitments

Redgrave Parish Council is committed to:

- Promoting equality of opportunity for all persons
- Making all decisions objectively and without unlawful discrimination
- Treating everyone fairly and not be discriminating against persons on any of the above grounds.
- Promoting a good and harmonious environment in which all persons are treated with respect.
- Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimization

- Fulfilling our legal obligations under equality legislation and associated codes of practice.
- Complying with our own equal opportunities policy and associated policies.
- Challenging discrimination wherever it might appear.
- Ensuring all councillors, employees, contractors and volunteers are aware of and understand the key provisions of the Equality Act 2010.
- Taking lawful affirmative and positive action where appropriate

5. Implementation

Redgrave Parish Council will take the following measures to implement the policy commitments above. The Council will:

- Communicate the policy to all councillors, employees, volunteers, members of the public, contractors employed by the Council.
- Incorporate equal opportunities into general practices.
- Ensure that other persons or organisations comply with the policy in their dealings with the Council.

6. Complaints

In addition to the Council's Grievance Policy and procedures, any person has the right to pursue complaints of discrimination under the Equality Act 2010.