



Redgrave Parish Council

EQUAL OPPORTUNITIES POLICY

1. Introduction

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

The Council aims to:

- Create a culture that respects and values everyone's differences, promoting dignity, equality, and diversity regardless of gender, ethnicity, disability, sexuality, religion, or faith.
 - Promote dignity, equality, and diversity in all areas of Council business.
 - Remove barriers, bias, or discrimination that prevent individuals or groups from realising their potential and contributing fully to the community.
 - Develop a culture that positively values and celebrates diversity.
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2. Scope

This policy applies to all **Council members, employees, contractors, and volunteers**, each of whom has a duty to uphold equal opportunity principles.

Any breach of this policy will be addressed under the **Members' Code of Conduct**, the Council's **disciplinary procedures**, or contractual terms, as appropriate.

3. Policy

It is the policy of Redgrave Parish Council 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
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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 discriminating on any of the above grounds.
 - Promoting a good and harmonious environment in which all persons are treated with respect.
 - Preventing unlawful direct discrimination, indirect discrimination, harassment, and victimisation.
 - Fulfilling its legal obligations under the **Equality Act 2010** and associated codes of practice.
 - Complying with this Equal Opportunities Policy and related Council policies.
 - Challenging discrimination wherever it arises.
 - Ensuring all members, 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.
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5. Implementation

To achieve these commitments, Redgrave Parish Council will:

- Communicate this policy to all members, employees, volunteers, contractors, and the public.
- Incorporate equal opportunities into its governance, decision-making, and day-to-day practices.
- Require that contractors, service providers, and organisations dealing with the Council demonstrate compliance with equality legislation as a condition of engagement.
- Provide training and guidance to members and employees on equality and diversity, as appropriate.

Transparency and Data Compliance

This policy, and related equality information, will be published on the Council's website in an accessible format in line with the **Public Sector Bodies (Websites and Mobile Applications) Accessibility Regulations 2018 (WCAG 2.2 AA)** and the **Transparency Code for Smaller Authorities (2015)**.

Any personal data collected for equality monitoring will be processed in accordance with **UK GDPR** and the **Data Protection Act 2018**.

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**.

- Complaints relating to employees should be referred to the **Clerk** in the first instance.

- Complaints relating to members should be referred to the **Monitoring Officer** at Babergh and Mid Suffolk District Council under the **Members' Code of Conduct** framework.
 - External complaints may also be made to the **Equality and Human Rights Commission**, or, in employment cases, to an **Employment Tribunal**.
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7. Review

This policy will be reviewed **annually**, or sooner if there are changes in legislation, case law, or best practice guidance. Updates will be published on the Council's website in an accessible format.