

FELTWELL PARISH COUNCIL EQUAL OPPORTUNITIES POLICY

PRINCIPLES:

Feltwell Parish Council is committed to the promotion & delivery of equal opportunities and will not tolerate any form of discrimination based on disability, gender, age, nationality, sexual orientation, religion, race, culture, marital status or lifestyle. Our aim is to value & encourage diversity.

We recognise that people in our society experience discrimination. We define discrimination as acting unfairly, directly or indirectly, against an individual or a group through, for example, verbal comment, harassment, victimisation, exclusion or the failure to recognise their needs.

We believe all forms of discrimination are unacceptable and that all our Councillors and employees have a duty to ensure that this policy is effective.

STATEMENT OF INTENT:

Feltwell Parish Council aims to create a culture that:

- 1 Respects & values every individual
- 2 Promotes dignity, equality & diversity.
- 3 Encourages individuals & groups to fully develop their potential.

We aim to remove any barriers, bias or discrimination that prevents the achievements of these aims.

When dealing with employees & potential employees we will ensure equality of opportunity & fairness. Selection for employment will be on the basis of merit & ability only.

Feltwell Parish Council believes that equality of opportunity should relate to all aspects of the work of the Council & will take every opportunity when working with other bodies and individuals to challenge discrimination.

IMPLEMENTATION

It is the responsibility of the elected members, working with the Clerk, to ensure that this policy is maintained, implemented, monitored & reviewed.

Each Councillor & employee is responsible for their own compliance with this policy. Breaches of this policy will be regarded as misconduct and could lead to disciplinary action.

Feltwell Parish Council will ensure that all Councillors & employees receive a copy of this policy. Appropriate guidance will be provided, as necessary, to support the implementation of this policy.

Councillors, employees, external bodies or individuals who feel their treatment is in contravention of this policy should raise the matter with the Chair or Vice-Chair of the Council. If the matter cannot be resolved informally, grievance & complaints procedures may come into effect.
