



TORWORTH PARISH COUNCIL

EQUAL OPPORTUNITIES AND DIVERSITY POLICY

Adopted on June 5th 2018

The aim of this policy is to demonstrate the commitment of the Council and its staff to the promotion of equality of opportunity in Torworth Parish Council. It is our policy to provide equality to all, irrespective of:

- Gender, including gender reassignment
- Marital or civil partnership status
- Having or not having dependents
- Religious belief or political opinion
- Race [including colour, nationality, ethnic or national origins, being an Irish traveller]
- Disability
- Sexual orientation
- Age

We are opposed to all forms of unlawful and unfair discrimination. The Council, staff and service users will be treated fairly and will not be discriminated against on any of the above grounds. We recognise that the provision of equal opportunities in all our activities will benefit the Council, staff and service users. Our equal opportunities policy will help Councillors and staff to develop their full potential and the talents and resources of the Councillors and staff will be utilised fully to maximise the effectiveness of the organisation.

We are committed to the principles and practices of Equality. Torworth Parish Council values the diversity of the local population. We want our services, facilities and resources to be accessible and useful to every citizen regardless of gender, age, ethnic origin, religious belief, disability, marital status, sexual orientation, or any other individual characteristic, which may unfairly affect a person's opportunities in life.

IMPLEMENTATION The Clerk working with the Chairman has the responsibility for the effective implementation of this policy. In order to implement this policy we shall:

- Communicate the policy to members.
- We will endeavour through appropriate training to ensure that we will not consciously, or unconsciously discriminate in the selection or recruitment of applicants for Councillors and staff.

MONITORING AND REVIEW The effectiveness of the equal opportunities policy will be reviewed annually and remedial action will be taken as necessary.

COMPLAINTS Any complaints relating to Equality issues will be dealt with in accordance with our Council's Complaints Procedure and staff disciplinary policies.