

Policy Name	Frequency of Review	Date adopted & Minute Ref
Equal Opportunities	Annually	5.4.2017 Minute 16/193
		4.4.2018 Minute 17/301
		6.11.2019 Minute 19/091
		6.5.2020 Minute 20/011
	Two yearly or following a change in legislation	07/09/2022 Minute 22/141(1)

Bourton on the Water Parish Council

Equal Opportunities Policy

Bourton on the Water Parish Council is committed to eliminating discrimination and encouraging diversity amongst our workforce. Our aim is that our workforce will be truly representative of all sections of society and each employee feels respected and able to give of their best.

To that end the purpose of this policy is to provide equality and fairness for all in our employment and not to discriminate on grounds of gender, gender reassignment, marital status (including civil partnerships), pregnancy or maternity, race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion or age. We oppose all forms of unlawful and unfair discrimination.

All employees, whether part-time, full-time or temporary, will be treated fairly and with respect. Selection for employment, promotion, training 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 and resources of the workforce will be fully utilised to maximise the efficiency of the organisation. Our commitment is:

- To create an environment in which individual differences and the contributions of all our staff are recognised and valued.
- That 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.
- That training, development and progression opportunities are available to all staff.
- That equality in the workplace is good management practice and makes sound business sense.
- That all employees will get equal pay for doing 'equal work'
- That we will review all our employment practices and procedures to ensure fairness.
- That breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings.
- That this policy is fully supported by all members of the Parish Council.

The policy will be monitored and reviewed annually.

THE LAW

The policy will be implemented within the framework of the relevant legislation, which includes:

- The Equality Act 2010
- Equal Pay Act 1970
- Rehabilitation of Offenders Act 1974
- Sex Discrimination Act 1975
- Gender Reassignment Regulations 1999
- Race Relations (Amendment) Act 2000
- Disability Discrimination Act 1995
- The Protection from Harassment Act 1997