



## Equal Opportunities Policy

### 1. Introduction

1.1 Rusper Parish Council is committed to promoting equality, fairness, and inclusion in all its work. This policy sets out how the Council will ensure equal opportunities for employees, councillors, volunteers, and all users of Council services.

### 2. Policy Statement

2.1 Rusper Parish Council is committed to promoting equality of opportunity for all and ensuring that no employee, councillor, volunteer, or service user is treated less favourably on the grounds of:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, and ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

### 3. Legal Framework

3.1 This policy is in line with the Equality Act 2010 and associated guidance. All councillors and staff are expected to comply with this policy as part of their role in public service.

### 4. Objectives

4.1 The Council will:

- Ensure equality is embedded in recruitment, employment practices, training, and development
- Provide services fairly to all sections of the community
- Eliminate unlawful discrimination, harassment, and victimisation
- Promote good relations between people from different backgrounds

- Make reasonable adjustments to support people with disabilities

## **5. Responsibilities**

- The Council, as employer, is responsible for ensuring compliance with this policy
- The Clerk is responsible for monitoring implementation and addressing issues
- All employees and councillors are responsible for treating others with dignity and respect

## **6. Implementation in Employment**

6.1 The Council will:

- Recruit based on merit, experience, and ability alone
- Ensure job opportunities are accessible to all sections of the community
- Support flexible working where appropriate
- Address bullying, harassment, and discrimination through the Council's disciplinary procedures

## **7. Service Delivery**

7.1 The Council will:

- Ensure meetings and communications are accessible where reasonably practicable
- Require contractors and service providers to adhere to equality standards where applicable
- Consider the diverse needs of the parish when planning and delivering services

## **8. Complaints**

8.1 Any employee, councillor, or service user who believes they have been treated unfairly should raise their concern with the Clerk or Chair.

8.2 Where appropriate, formal grievances will be handled in accordance with the Council's grievance procedure, and where matters relate to staff conduct, the Council's disciplinary procedure may also apply.

## **9. Monitoring and Review**

9.1 This policy will be reviewed every two years, or sooner if required by changes in legislation or guidance.

9.2 The Council may monitor equality-related data where appropriate to ensure fair treatment and identify areas for improvement.