

Equal Opportunities Policy (2020)

Adopted May 2020.

Ulley Parish Council recognises that many different people live and work in the Parish. We welcome this diversity as an asset to our community. We will encourage and promote involvement in the Parish Council by all members of our community.

Ulley Parish Council is opposed to discrimination in any form. We recognise that we have a moral and legal responsibility to promote equal opportunities and we will pursue equality in all of our work and activities.

The Equality Act 2010 (as amended) legally protects people from discrimination. The Act applies to all organisations that provide a service to the public or a section of the public. It is against the law to discriminate against anyone because of:

- Age.
- Being or becoming a transsexual person.
- Being married or in a civil partnership.
- Being pregnant or on maternity leave.
- Disability.
- Race including colour, nationality, ethnic or national origin.
- Religion, belief or lack of religion/belief.
- Sex.
- Sexual orientation.

This Act is fully supported by Ulley Parish Council.

The Parish Council opposes all forms of unlawful and unfair discrimination whether it be direct or indirect discrimination, victimisation or harassment on the grounds of any of the protected characteristics defined in law. We are committed to the promotion and delivery of equal opportunities in the work place and in the delivery of services. In all our activities we will have due regard to the aims of the Equality Act.

The Parish Council strives to ensure that our services and activities meet the varied needs and expectations of the local people and that everyone has equal access to these. This includes:

- We welcome views, opinions and ideas from all members of our Parish.
- We welcome and encourage all members of our community to offer to serve as parish councillors; to attend and participate in parish council meetings and to take part in parish council projects and initiatives.
- No form of bullying, harassment or intimidation will be tolerated.
- We will make information on the work and decisions of the Parish Council widely available in order to ensure the maximum awareness of opportunities to contribute to the work of the Parish Council.
- We afford equal treatment to all employees and prospective employees. No job applicant or employee will receive less favourable treatment on the grounds of age, race, religion, nationality, sex or sexual orientation, marital status, pregnancy, physical or other disability. 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 and effectiveness of the Council.

This policy applies to all employees, volunteers, placements, contractors and members of Ulley Parish Council, and all share a responsibility when representing the Parish Council or carrying out the functions of their office.

Overall responsibility for the implementations, monitoring and review of the policy and procedures lies with UPC. A policy review will take place regularly and will form part of a normal agenda at a scheduled Parish Council meeting.