

## **Brinkley Parish Council – Equal Opportunities Policy**

### **Part A: Statement of Values and Equal Opportunities**

- 1 Brinkley Parish Council is an organisation established to ensure equality to all of our users.
- 2 Brinkley Parish Council recognises our society as diverse in race, culture, faith and other beliefs, sexuality, abilities, gender and age
- 3 Brinkley Parish Council is committed to challenging oppression and prejudice and aims to promote both diversity and full access to opportunities in all areas of its work and structures
- 4 Brinkley Parish Council believes:
  - In working towards a just and participatory society
  - That all people have equal opportunity and responsibility to work towards social justice
  - That priority should be given to working with communities and groups whose full participation in society is limited by economic, political and social disadvantage.
  - That the role of the Brinkley Parish Council is to affirm and enable all people to play an active part in their community, both individually and collectively
- 5 Brinkley Parish Council has a fundamental belief in developing equal opportunities in all areas of its work and structures, and in particular will take positive action in the areas of: representation, services, employment and consultation
- 6 In line with its values and belief, Brinkley Parish Council will:
  - Challenge practices, legislation, and institutions which seek to discriminate against, or deny the rights of, individuals or groups on the grounds of race, gender, sexuality, disability, age, class or geographical location
- 7 The Council's policy is to take every reasonable step to ensure that no-one connected with Brinkley Parish Council receives less favourable treatment than others on the grounds of race, colour, nationality, ethnic origin, religion, disability, gender, marital status, sexual orientation, age, lack of formal qualifications, responsibility for dependants, ideology, health or medical grounds (including HIV/AIDS related illnesses) or by conditions or requirements which cannot be shown to be justified.
- 8 Brinkley Parish Council aims to develop and implement strategies and positive action programmes to promote its Equal Opportunities Policy throughout Brinkley Parish Council areas of activity and spheres of influence.

### **Part B: The scope of the policy**

1. The policy applies to
  - a) All staff and volunteers
  - b) All sub-committees
  - c) All functions of The Council
  - d) Members: Brinkley Parish Council shall expect members to endorse and wholeheartedly promote the principles and objectives of Brinkley Parish Council Equal Opportunities.

### **Part C: Implementation**

1. Where applicable, employment practice and procedures shall be followed strictly in accordance with the following legislation and all other relevant legislation:
  - a) Equal Pay Acts 1970-83
  - b) Race Relations Acts 1965-1976
  - c) Sex Discrimination Acts 1975-86

- d) Rehabilitation of Offenders Act 1974
- e) Disabled Persons (Employment) Act 1944
- f) Disability Discrimination Act 1995
- g) Employment Equality (Age) Regulations 2006

2. Brinkley Parish Council agrees that to implement its Equal Opportunities Policy, Brinkley Parish Council needs to facilitate and promote the following initiatives through training of the Councillor's, volunteers and its membership on
  - a) Recruitment and selection processes
  - b) Interview techniques
  - c) Codes of practice
  - d) Brinkley Parish Council disciplinary and grievance procedures
  - e) Awareness of the implications of the legislation listed above.

#### **Part D: Employment**

1. Brinkley Parish Council shall ensure that
  - a) Discussion and in-service training shall be undertaken as necessary for staff, volunteers and the Councillor's to combat racial and sexual harassment or other forms of harassment/bullying at work.
  - b) Practice and procedures shall reflect the cultural and religious needs of its employees and volunteers.
  - c) As far as is practicable ensure that premises are selected and/or adapted suitably to meet the needs of disabled employees, volunteers, visitors and members.
  - d) All other appropriate measures are taken to ensure job satisfaction as well as the delivery of service to members.

#### **Part E: Review**

1. Brinkley Parish Council shall monitor and review annually the effectiveness of its Equal Opportunities Policy.
2. Brinkley Parish Council and its Councillor's shall monitor and review the composition of the Councillor's in order to promote as far as possible a broad-based representation that reflects its membership and is in accord with its constitution.
3. The Council, in monitoring and evaluating the impact of its Equal Opportunities Policy shall pay particular attention to:
  - 3.1. Internal
    - a) Recruitment and selection procedure
    - b) Sub-committees
    - c) Membership of the Councillor's
  - 3.2. External
    - a) Membership
    - b) Provision of services
    - c) Accessibility of premises used for training and meetings.