

# STURMER PARISH COUNCIL - EQUAL OPPORTUNITIES POLICY

## CONTEXT

We want Sturmer Parish Council to be sensitive to the needs of the diverse communities that it serves, and to provide facilities and services that are free from unlawful discrimination. The Council recognises its position and its particular role in the Community.

## PURPOSE

To promote equality of provision in Council Services, and equal treatment for all employees or job applicants without reference to race, colour, ethnic origin, nationality, political or religious beliefs, disability, gender, sexual orientation, age or marital status.

## SCOPE

All services provided either directly by the Council, its contractors, partners or related agencies are covered by this policy as are all permanent, temporary and casual employees and all job applicants (a full 'Equal Opportunities in Employment Policy' covers matters relating to employment). Additionally, individual services may produce their own service equality statement, giving details of how their services comply with equal opportunities best practice.

## POLICY STATEMENT

Sturmer Parish Council is committed to providing services to the community which reflect the needs and diversity of all its customers and service users.

We recognise that discrimination in society exists and seek to provide services to the community regardless of race, colour, ethnic origin, nationality, political or religious beliefs, HIV status, disability, gender, sexual orientation, age or marital status. We also want to celebrate diversity, and the richness that this brings to our community.

This policy, which goes further than the provisions made by the law, confirms our commitment to tackling discrimination in the services we provide and in the way we treat our staff.

Sturmer Parish Council will:

- Engage in meaningful consultation with the communities we serve.
- Ensure our workforce is sensitive to the needs of service users and customers, and act on their comments, suggestions and complaints.
- Ensure as far as possible that its services reflect the diverse needs of the community.
- Demonstrate achievements in this area against agreed performance indicators.

## ADHERENCE TO POLICY

It is the responsibility of managers and supervisors to:

- Develop and implement equal opportunities action plans.
- Review the effectiveness of the equal opportunities policy and all related action plans and communicate their findings to senior management.
- Ensure that within their areas of responsibility the standards established within this policy and related policies are followed.

All employees must:

- Co-operate with any measures introduced to ensure equal opportunity.
- Report any suspected discriminatory acts or practices.
- Not persuade or attempt to persuade others to practice unlawful discrimination.
- Not victimise others for reporting or providing evidence of discrimination.
- Not harass, abuse or intimidate others on account of their race, colour, ethnic origin, nationality, political or religious beliefs, HIV status, disability, gender, sexual orientation, age or marital status.

## COMPLAINTS

Members of the public should raise any concerns about the application of this policy through the Parish Council's complaints procedure.

Adopted 2022