

Blackwell Parish Council



Equal Opportunities Policy

Approval Date: May 2025

Review Date: Annually

The aim of this policy is to communicate the commitment of the Chairman and Members of the Council to the promotion of equal opportunity in Blackwell Parish.

It is our Policy to provide employment equality to all, irrespective of factors such as: -

- Gender, Marital or Family Status
- Religious beliefs or political opinion
- Disability
- Race or Ethnic Origin
- Nationality
- Social Class
- Sexual Orientation
- Age
- Having or not having dependents

We are opposed to all forms of unlawful and unfair discrimination. All full time and part time employees, volunteers and job applicants actual or potential will be treated fairly and selection for employment, promotion, training, or any other benefit will be based on aptitude and ability.

We recognise that the provision of equal opportunities in the workplace is not only good management practise; it also makes good business sense. Our equal opportunities policy will help all employees to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

We are committed to:-

- Preventing any form of direct or indirect discrimination or victimisation
- Promoting equal opportunities for men and women
- Promoting equal opportunities for people of all religious beliefs
- Promoting equal opportunities for people with disabilities
- Eliminate unlawful racial discrimination
- Promoting equal opportunities for people of any sexual orientation

- Promoting good and harmonious working environment where all people are treated with respect and dignity and in which no form of intimidation or harassment will be tolerated.
- Fulfilling all legal obligations under the relevant legislation and associated Codes or Practice.
- Taking any necessary positive/affirmative action, including settings targets and timetables.
- Breaches of our equal opportunities policy and practice will be regarded as misconduct and could lead to disciplinary proceedings.

Blackwell Parish Council also provide services to members of the community in addition to their employment responsibilities. The clients have the right to expect fair and non-discriminatory treatment whilst participating in or receiving any of the Council's services or activities. All aspects and requirements of this Equal Opportunities Policy apply to all services and activities of the Council.

Anyone who believes that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter through the Chairman or Parish Clerk of Blackwell Parish Council.

As such:

- Any complaint of discrimination will be dealt with seriously, promptly, and confidentially.
- Any complaint of victimisation will be dealt with seriously, promptly, and confidentially.

Any such complaints would be dealt with in accordance with our Complaints policy.

This policy is fully supported by the members of Blackwell Parish Council

Signed by the Chair of Blackwell Parish Council: _____

Date: _____