

### **Equal Opportunities Policy**

The aim of this policy is to communicate the commitment of the Parish Council, its Members and staff to the promotion of equality and diversity.

It is our policy to provide services and employment to all irrespective of:

- Gender, including gender reassignment
- Marital or civil partnership status
- Having or not having dependants
- Religious belief or political opinion
- Race (including colour, nationality, ethnic or national origins)
- Disability
- Sexual orientation
- Age

The Council is opposed to all forms of unlawful and unfair discrimination. All people and employees will be treated fairly and will not be discriminated against on any of the above grounds. Decisions about recruitment and selection of staff will be made objectively and without unlawful discrimination.

The Council recognises that the provision of equal opportunities in the community is good practice. This equal opportunities policy will help all those who are Council Members or work for the Council to develop sound and effective policies that impact on the village and surrounding areas. Brickhill Parish Council aims to create a culture that respects and values each others' differences, that promotes dignity, equality and diversity. We aim to remove barriers, bias or discrimination that prevent individuals or groups from realising their potential and contributing fully to the community to develop a culture that positively values diversity.

### **Equality Commitments**

Brickhill Parish Council is committed to:

- Promoting equality of opportunity for all persons.
- Promoting a good and harmonious environment in which all persons are treated with respect.
- Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation.
- Fulfilling our legal obligations under equality legislation and associated codes of practice.
- Complying with our own equal opportunities policy and associated policies.

- Taking lawful affirmative and positive action where appropriate.

### **Implementation**

The Chairman has specific responsibility for the effective implementation of this policy. In order to implement this policy he or she shall:

- Communicate the policy to Members, the Clerk and members of the public
- Incorporate equal opportunities into general practices
- Seek that other persons or organisations will comply with the policy in their dealings with the Council

### **Monitoring and Review**

**Brickhill Parish Council** will establish appropriate information and monitoring systems to assist the effective implementation of our equal opportunities policy.

The effectiveness of our equal opportunities policy will be reviewed at least annually, and action taken as necessary.

Adopted on: 4<sup>th</sup> October 2012