

**SEND PARISH COUNCIL
EQUAL OPPORTUNITIES AND DIVERSITY POLICY**

The aim of this policy is to demonstrate the commitment of the Council and its staff to the promotion of equality of opportunity in Send Parish Council.

It is our policy to provide equality to all, irrespective of:

- Gender, including gender reassignment
- Marital or civil partnership status
- Having or not having dependents
- Religious belief or political opinion
- Race [including colour, nationality, ethnic or national origins, being an Irish traveller]
- Disability
- Sexual orientation
- Age

We are opposed to all forms of unlawful and unfair discrimination. The Council, staff and service users will be treated fairly and will not be discriminated against on any of the above grounds.

We recognise that the provision of equal opportunities in all our activities will benefit the Council, staff and service users. Our equal opportunities policy will help Councillors and staff to develop their full potential and the talents and resources of the Councillors and staff will be utilised fully to maximise the effectiveness of the organisation.

We are committed to the principles and practices of Equality. Send Parish Council values the diversity of the local population. We want our services, facilities and resources to be accessible and useful to every citizen regardless of gender, age, ethnic origin, religious belief, disability, marital status, sexual orientation, or any other individual characteristic, which may unfairly affect a person's opportunities in life.

EQUAL COMMITMENTS

We are committed to:

- promoting equality of opportunity for all persons
- promoting a good and harmonious learning environment in which all men and women are treated with respect and dignity and in which no form of intimidation or harassment is tolerated
- preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation
- fulfilling all our legal obligations under the equality legislation and associated codes of practice
- complying with our own equal opportunities policy and associated policies
- taking lawful affirmative or positive action, where appropriate
- breaches of our equal opportunities policy will be regarded as misconduct

IMPLEMENTATION

The Clerk working with the Chairman has the responsibility for the effective implementation of this policy. In order to implement this policy we shall:

- Communicate the policy to members.
- We will endeavour through appropriate training to ensure that we will not consciously, or unconsciously discriminate in the selection or recruitment of applicants for Councillors and staff.
- Incorporate specific and appropriate duties in respect of implementing the equal opportunities policy into roles and responsibilities of the Council.
- Ensure that adequate resources are made available to fulfil the objectives of the policy.

MONITORING AND REVIEW

We will establish appropriate and monitoring systems to review the effective implementation of our Equal Opportunities & Diversities Policy. The effectiveness of the equal opportunities policy will be reviewed annually and remedial action will be taken as necessary.

COMPLAINTS

Any complaints relating to Equality issues will be dealt with in accordance with our Council's Complaints Procedure and staff disciplinary policies.

This policy was adopted by Send Parish Council at its meeting on 18th September 2017