

DATCHET PARISH COUNCIL

Equal Opportunities Policy

Statement of Intent

Datchet Parish Council recognises that many different people live and work in the Parish. We welcome this diversity as an asset to our community. We will encourage and promote involvement in the Parish Council by all members of our community.

Datchet Parish Council is opposed to discrimination in any form.

We recognise that we have a moral and legal responsibility to promote equal opportunities and we will pursue equality in all of our work.

Legal background

The Equality Act 2010 legally protects people from discrimination. The Act applies to all organisations that provide a service to the public or a section of the public.

The Equality Duty came into force on 5 April 2011, and was created under the Equality Act 2010 to harmonise the equality duties and to extend these across all the protected characteristics (listed below). Under this duty, Datchet Parish Council will uphold the 3 main aims to;

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

Protected Characteristics

It is against the law to discriminate against anyone because of:

- age
- being or becoming a transsexual person
- being married or in a civil partnership
- being pregnant or on maternity leave
- disability
- race including colour, nationality, ethnic or national origin
- religion, belief or lack of religion/belief
- sex
- sexual orientation

Implementation

Datchet Parish Council aims to ensure that all our services and facilities meet the varied needs and expectations of the local people and that everyone has equal access to all our services.

We welcome views, opinions and ideas from all members of our Parish.

We welcome and encourage all members of our community to offer to serve as Parish Councillors; to attend and participate in Parish Council meetings; and to take part in Parish Council projects and initiatives.

No form of bullying, harassment or intimidation will be tolerated.

We will make information on the work and decisions of the Parish Council widely available in order to ensure the maximum awareness of opportunities to contribute to the work of the Parish Council.

It is the policy of Datchet Parish Council to afford equal treatment to all its employees and prospective employees. No job applicant or employee will receive less favourable treatment on the grounds of race, colour, religion nationality, sex or sexual orientation, marital status, physical or other handicap.

Review

This policy will be reviewed annually, at the Statutory Meeting of the Council in May, or when there are any changes in legislation.

To be approved each year at the ASM of the Council in May

Approved *K Jones* Position *clerk & RFO*

Date *13th May 2019*