

SPRINGFIELD PARISH COUNCIL
EQUAL OPPORTUNITIES STATEMENT
(revised and reissued version Sept 2022)

Springfield Parish Council is committed to the principle and practice of equal opportunities in all aspects of its responsibility. The aim of this policy is to ensure no job applicant, employee, member, worker or member of the public is discriminated against either directly or indirectly on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation.

Objectives

The Parish Council will aim to be an employer & service provider who delivers a fair and inclusive environment in the work place and to residents that:

- Ensures equality and opportunity to enable all sectors to contribute
- Employee's and Members of the Council will be given opportunity to achieve personal development.
- Create environments that are free from discrimination, harassment and victimisation of any kind.
- Reflect all sections of society.
- To provide neutral working environments in which no employee or worker feels under threat or intimidated.

Responsibility

The co-operation and contribution of all employees and the employer is essential for the success of this policy. In addition members of the Parish Council will conduct their business with standards that are consistent with this statement.

Monitoring

An employee who believes that they have been treated unfairly may raise the matter through their line manager or through the appropriate grievance procedure. The Council will protect an employee making such a complaint from victimisation and will fully investigate any such grievance.

Members of the Council who feel they have been treated unfairly will be referred to the Code of Conduct Monitoring Officer.

Members of the public who feel they have been treated unfairly will be referred to the Council's complaints procedure.

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V2 Sept 2015
Reviewed March 2017
v.3 2021
New Version V1. Sept 2022
Server/committee/F&P/ Policies

Next review May 2023

SPRINGFIELD PARISH COUNCIL

Equality and Diversity Policy

Introduction

Springfield Parish Council is an equal opportunities organisation. We are committed to equality of opportunity and to providing a service and following practices which are free from unfair and unlawful discrimination.

Aims

The aim of this policy is to ensure that no person receives less favourable treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation, or is disadvantaged by conditions or requirements which cannot be shown to be relevant to performance. It seeks also to ensure that no person is victimised or subjected to any form of bullying or harassment.

We value people as individuals with diverse opinions, cultures, lifestyles and circumstances. People are covered by this policy and it applies to all areas of the organisation such as customer hire, employment, selection, training, deployment, career development, and promotion. These policies and practices are amended if necessary to ensure that no unfair or unlawful discrimination, intentional, unintentional, direct or indirect, overt or latent exists.

The Council has particular responsibility for implementing and monitoring the Equality and Diversity in Employment and, as part of this process, all personnel policies and procedures are administered with the objective of promoting equality of opportunity and eliminating unfair or unlawful discrimination.

All people will be treated fairly and with respect. Selection for employment, promotion, training, or any other benefit will be on the basis of aptitude and ability. Equality of opportunity, valuing diversity and compliance with the law is to the benefit of all individuals in the Parish Council as it seeks to develop the skills and abilities of people.

While specific responsibility for eliminating discrimination and providing equality of opportunity lies with the management team, individuals at all levels have a responsibility to treat others with dignity and respect. The personal commitment of every employee and member to this policy and application of its principles are essential to eliminate discrimination and provide equality throughout the Council.

Commitment as an Employer

- To create an environment in which individual differences and the contributions of our staff are recognised and valued.
- Every employee, worker or self-employed contractor is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- Training, development and progression opportunities are available to all staff.
- Equality in the workplace for all people is good management practice and makes sound business sense.
- We will keep under review our employment practices and procedures to ensure fairness.

Commitment as a Service Provider

- We aim to provide services to which all clients are entitled regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation, offending past, caring responsibilities or social class.
- We will make sure that our services are delivered equitably and meet the diverse needs of our service users and clients by assessing and meeting where ever possible the diverse needs of our clients.
- This policy is fully supported by the members of Springfield Parish Council and management team and will be reviewed annually.
- We have clear procedures that enable our clients, candidates for jobs and employees to raise a grievance or make a complaint if they feel they have been unfairly treated.
- Breaches of our equality and diversity policy will be regarded as misconduct and could lead to disciplinary proceedings.

Equal Opportunity Policy Statements

- We will: ensure that people of all ages are treated with respect and dignity; that people of working age are given equal access to our employment, training, development and promotion opportunities;
- challenge discriminatory assumptions about younger and older people.
- We will provide any reasonable adjustments to ensure people with disability have access to our services and employment opportunities;
- challenge discriminatory assumptions about people with disability;
- We will challenge racism wherever it occurs;
- respond swiftly and sensitively to racist incidents;
- actively promote race equality in the Parish Council.
- We will challenge discriminatory assumptions about women and men and take positive action to redress the negative effects of discrimination against women and men;
- offer equal access for women and men to representation, services, employment, training and pay;
- provide support to prevent discrimination against transsexual people who have or who are about to undergo gender reassignment.
- We will ensure that employees' religion, beliefs sexual orientation and related observances are respected and accommodated wherever possible;
- respect people's beliefs where the expression of those beliefs does not impinge on the legitimate right of others.
- We will ensure that people are treated with respect and dignity and that a positive image is promoted regardless of pregnancy or maternity
- challenge discriminatory assumptions about the pregnancy or maternity of our employees; and
- ensure that no individual is disadvantaged and that we take account of the needs of our employees' pregnancy or maternity.
- Ensure that people are treated with respect and dignity and that a positive image is promoted regardless of marriage or civil partnership
- challenge discriminatory assumptions about the marriage or civil partnership of our employees;

- ensure that no individual is disadvantaged and that we take account of the needs of our employees' marriage or civil partnership.
- We will prevent discrimination against our employees regardless of their offending background (except where there is a known risk to children or vulnerable adults).
- We will ensure that all employees, have the right to the same contractual pay and benefits for carrying out the same work, work rated as equivalent or work of equal value.

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