

# **Bierton with Broughton Parish Council**

## **Equal Opportunities Policy**

Reviewed November 2018

The aim of this Policy is to communicate the commitment of the Parish Council, its Councillors and Clerk to the promotion of equality and diversity in relation to Bierton with Broughton (BwB) Parish Council.

The Parish Council recognises it is the duty of all councillors and employees to foster an integrated community, by adhering to the principles of equal opportunity in its work and in the provision of services to residents.

The policy sets out how the Parish Council intends to meet its commitments by working alongside everyone, irrespective of their gender, age, race, caste, religious beliefs, creed, colour, disability, ethnic origin, nationality, social class, marital / parental status, sexual orientation or other protected characteristic. BwB PC seeks to embody equal opportunities in all aspects of its work, services and areas of influence. The main ways in which it aims to do this are through the measures outlined below.

### **Decision-making**

BwB PC will consider the implications of all its decisions activities and actions for anyone who may be affected.

### **Services to the community**

BwB PC will strive to ensure that all services provided by, or on behalf of, the Council are made accessible to all individuals and groups equally and without discrimination.

The Parish Council will seek to ensure accessibility in its venues, facilities and events.

BwB PC will seek to be well-informed on local needs, issues and priorities to ensure that its work is as sensitive and open as possible to the interests and priorities of its members, community groups and individuals who may be affected by its decisions.

### **Recruitment & Employment**

BwB PC employs one member of staff, the Clerk and staff recruitment does not occur regularly but, when openings do become available, BwB PC will ensure that no applicant is treated less favourably because of any protected characteristic. Selection criteria and procedures will be monitored for fairness.

BwB makes every effort to create an environment where individuals are valued, listened to and treated with respect. Actions, behaviour and attitudes should consistently demonstrate respect for the dignity and worth of an individual.

## **Personal development**

Clerk and Councillor development is an important aspect of the administration of BwB PC. At all stages in their role, staff and volunteers will be provided with equal access to opportunity and actively encouraged to enhance their level of skills and knowledge. Any training needs in this regard will be identified and will be supported wherever possible.

## **External relationships**

In its choice of partners for activities in which the Council has an interest and in all its dealings with other organisations, BwB PC will seek to use judgment based on its beliefs and values, and to exercise influence, where it can, to enable the greatest level of benefit to be attained in fostering an equal opportunities approach.

## **Complaints**

Complaints from members of the public, Councillors or Employees about discrimination or unfair treatment will be dealt with through the Council's Complaints Procedure.