



# **Fremington Parish Council Policy for Equal Opportunities**

Date of Review	Change Description	Minute No.
7 <sup>th</sup> April 2014	Review	1404/10
30 <sup>th</sup> April 2015	Review	1504/50
28 <sup>th</sup> April 2016	Review	1604/63
25 <sup>th</sup> May 2017	Review	1705/60
24 <sup>th</sup> May 2018	Review	1805/68
30 <sup>th</sup> May 2019	Review	1905/74
25 <sup>th</sup> June 2020	Review	2006/29
29 <sup>th</sup> July 2021	Review	2107/17
30 <sup>th</sup> June 2022	Review	2206/29

23 <sup>rd</sup> July 2024	Review	2407/08
----------------------------	--------	---------

## **Principles**

This Council wholeheartedly supports the principle of equal opportunities in employment. We aim to encourage, value and manage diversity and we recognise that talent and potential are distributed across the population. Not only are there moral and social reasons for promoting equality of opportunity, it is in the best interest of this Council to recruit and develop the best people for our jobs from as wide and diverse a pool of talent as possible. That diversity adds value.

The Council recognises that many people in our society experience discrimination. Discrimination is acting unfairly against a group or individual through for example exclusion, verbal comment, denigration, harassment, victimisation, or a failure to appreciate needs or the assumption of such needs without consultation.

Discrimination can be direct or indirect (where there is a requirement or condition on all, but which has an adverse impact on a particular group and cannot be justified).

All forms of discrimination are unacceptable, regardless of whether there was any intention to discriminate or not. Employees have a duty to co-operate with the Council to ensure that this policy is effective in ensuring equal opportunities and in preventing discrimination. Employees should draw the attention of their line manager to suspected discriminatory acts or practices or cases of bullying or harassment.

## **Statement of Intent**

The Council aims to create a culture that respects and values each others' differences, that promotes dignity, equality and diversity, and that encourages individuals to develop and maximise their true potential.

We aim to remove any barriers, bias or discrimination that prevent individuals or groups from realising their potential and contributing fully to our organisation's performance and to develop an organisational culture that positively values diversity.

We are committed wherever practicable, to achieving and maintaining a workforce that broadly reflects the local community in which we operate.

The Council will challenge discrimination in its own policies. It aims to provide equality and fairness for all job applicants, employees whether part-time, full-time, fixed term or temporary, volunteers and Council or Committee members irrespective of gender, marital status, race, ethnic origin, colour, nationality, national origin, religion or belief, disability, sexual orientation, gender reassignment or age.

This policy will be reviewed annually.