



EQUAL OPPORTUNITIES POLICY

Oakthorpe, Donisthorpe & Acresford Parish Council

1. Policy Statement

Oakthorpe, Donisthorpe & Acresford Parish Council ("the Council") is committed to promoting equality, diversity and inclusion in all aspects of its work and services.

The Council will ensure that no person is treated less favourably due to:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including nationality and ethnic origin)
- Religion or belief
- Sex
- Sexual orientation

The Council operates in accordance with the **Equality Act 2010** and will actively promote fairness, respect and inclusion across the parish.

2. Aims

The Council aims to:

- Promote equality of opportunity for all
- Eliminate unlawful discrimination, harassment and victimisation
- Foster good relations between all sections of the community
- Ensure services are accessible and inclusive
- Reflect equality principles in all decision-making

3. Scope

This policy applies to:

- All Councillors
- Employees and contractors
- Job applicants
- Members of the public using Council services

4. Responsibilities

Full Council

- Overall responsibility for ensuring compliance with this policy
- Ensures equality considerations are embedded in decisions

Parish Manager (Clerk)

- Day-to-day implementation of the policy
- Ensures procedures and practices comply with equality legislation
- Maintains records and responds to complaints

Councillors and Employees

- Must comply with this policy
- Must treat others with dignity and respect
- Must challenge discriminatory behaviour where appropriate

5. Service Delivery

The Council will:

- Deliver services fairly and without discrimination
- Consider the needs of all users, including vulnerable or disadvantaged groups
- Make reasonable adjustments where required
- Use accessible communication formats where possible

6. Employment

The Council will ensure that:

- Recruitment and promotion are based on merit and objective criteria
- Opportunities are open to all sections of the community
- Training and development are accessible to all employees
- A safe, inclusive and respectful working environment is maintained

7. Accessibility

The Council is committed to improving accessibility by:

- Providing reasonable physical access to buildings where possible
- Reviewing facilities and services regularly
- Ensuring digital accessibility (including website compliance)
- Considering accessibility in all new projects and decisions

8. Complaints and Reporting

- Any complaints of discrimination, harassment or unfair treatment will be taken seriously
- Complaints will be handled in accordance with the Council's Complaints Procedure
- Appropriate action will be taken where breaches are identified

9. Monitoring and Review

- The Council will monitor the effectiveness of this policy
- It will be reviewed regularly to reflect changes in legislation and best practice

10. Adoption

Adopted by: Oakthorpe, Donisthorpe & Acresford Parish Council

Minute Reference: [To be completed]

Date Adopted: [Insert date]

Review Date: [Insert date – recommended annually or every 3 years]