



*The Council of the
Parish of Esh*

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EQUAL OPPORTUNITY POLICY

The aim of this policy is to communicate the commitment of the Council of the Parish of Esh and its staff to the promotion of equality of opportunity in the areas we serve.

1. It is our policy to provide equality of membership to all under current legislation including but not limited to:
 - Equal Pay Act 1970 and the Equal Pay for Work of Equal Value Amendment 1983
 - Rehabilitation of Offenders Act 1974
 - Sex Discrimination Act 1975 and (Amendment) 1986
 - The Protection from Harassment Act 1997
 - Gender Reassignment Regulations 1999
 - Race Relations (Amendment) Act 2000 and 2003
 - Employment Equality (Religion or Belief) Regulations 2003
 - Employment Equality (Sexual Orientation) Regulations 2003
 - Disability Discrimination (Amendment) Act 2004
 - Equality Act 2010

We are opposed to all forms of unlawful and unfair discrimination. All members of the Council of the Parish of Esh and its staff will be treated fairly and will not be discriminated against on any of the above grounds.

Decisions on membership, selection of office, training or any other benefit will be made objectively, without unlawful discrimination, and based on aptitude and ability.

We recognise that the provision of equal opportunities in all our activities will benefit the Council of the Parish of Esh and its staff. Our equal opportunities policy will help members to develop their full potential and the talents and resources of the members will be utilised fully to maximise the effectiveness of the Parish Council.

Council of the Parish of Esh recognises that there is a statutory duty to implement our equal opportunities policy. This policy applies to applicants for employment, volunteers and members of the Parish Council alike.

Council of the Parish of Esh is committed to the principles and practices of Equality. Esh Parish Council values the diversity of the local population. We want our services, facilities and resources to:

- Be accessible and useful to every citizen.
- Promote equality of opportunity for all persons
- Promote a good and harmonious environment in which all people are treated with respect and dignity and in which no form of intimidation or harassment is tolerated

Complaints and Grievance

Any complaints or grievance regarding the implementation of the Equal Opportunities Policy will be dealt with under the Council of the Parish of Esh Complaints Procedure.

Monitoring

The effectiveness of the Equal Opportunity Policy will be monitored and reviewed on an annual basis.

This is a non-contractual procedure which will be reviewed from time to time

Prepared by Council of the Parish of Esh Policies Sub Group
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