

FULBOURN PARISH COUNCIL



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Equal Opportunities and Disability Policy

Fulbourn Parish Council is committed to equal opportunities in employment and service delivery. The policies and practices of the council aim to promote an environment that is free from all forms of unlawful or unfair discrimination and values the diversity of all people. At the heart of our policy, we seek to treat people fairly and with dignity and respect.

We will take every possible step to ensure that no person working with the council, seeking employment with us, or any member of the public using the council's premises or services will receive less favourable treatment (direct discrimination) or will be disadvantaged by requirements or conditions that cannot be shown to be justifiable (indirect discrimination) on the grounds of their:

1. Age
2. Disability
3. Gender including gender reassignment
4. Race (including colour, nationality, ethnic or national origin)
5. Religion/belief or non belief
6. Sexual orientation
7. Marital, partnership and family status
8. Socio-economic status
9. Trade Union membership or non membership

We recognise that the provision of equal opportunities in the workplace is not only good management practice; it also makes sound business sense. Affording staff full dignity at work promotes good employee relations and satisfaction, and results in a motivated, productive and creative workforce which leads to service improvements.

Our Equal Opportunities Policy will help all those who work for us to develop their full potential and the talents and resources of the workforce will be utilised fully to create a borough of opportunity for all.

Fulbourn Parish Council is committed to having a workforce that is representative of the community it serves at all levels of the organisation. We therefore welcome applications from all backgrounds and all sections of the community.

OUR COMMITMENT TO DISADVANTAGED AND DISABLED PEOPLE

Fulbourn Parish Council is committed to equality of opportunity for disadvantaged and disabled people and to ending discrimination.

We want disabled people to be able to realise their full potential and this policy sets out our commitment.

We value and encourage this by working to change the attitudes which prevent disabled people from gaining access to employment and to the services provided by the Council and its agents.

We value and encourage diversity and in aiming to deliver quality services are committed to promoting equality and eliminating discrimination.

IMPLEMENTATION

The Chairman and council members have the responsibility for the effective implementation of this Policy. We expect all members to create the equality environment, which is its objective. In order to implement this Policy we shall:

- Communicate the Policy to members by issuing a copy of this document to all its members
- Fulbourn Parish Council will endeavour through appropriate training to ensure that it will not consciously or unconsciously discriminate in the selection or recruitment of applicants for membership of the Council
- Ensure that adequate resources are made available to fulfil the objectives of the Policy

MONITORING AND REVIEW

This Policy will be reviewed annually or in the following circumstances:

- changes in legislation and/or governance guidance
- as a result of any other significant change or event

COMPLAINTS

Any complaints will be dealt with in accordance with Council's Complaints Policy

Date reviewed and adopted13th May 2020.