

NEWTON-IN-THE-ISLE PARISH COUNCIL

EQUAL OPPORTUNITIES POLICY STATEMENT

Newton-in-the-Isle Parish Council (the Council) acknowledges that the United Kingdom is diverse in culture race beliefs and religion and believes that no individual or group of people should receive less favourable treatment on the grounds of gender, age, colour, race, nationality, racial or national origins, cultural heritage, disability, marital status, social background, sexual orientation or geographical location. The Council acknowledges that members of these groups are often under-represented, exposed to prejudice and stereotyping, and suffer various disadvantages with our society.

The purpose of this Policy Statement is to set out clearly and fully the positive action that the Council intends to take to combat direct and indirect discrimination in employment policy, management of the organisation, relationships with other bodies, and the services it provides to the community, community organisations and individuals.

The Council is committed to providing equality of opportunity in all areas of its work. It aims to overcome discrimination on the grounds mentioned above. The Council recognises that positive steps need to be taken to ensure equality of provision in areas of representation, service provision, membership and access and will take action to make this policy effective.

The Aims of THE COUNCIL:

- Our aim is to ensure that we become aware of discrimination and the problem it causes.
- The Council will challenge practices legislation and institutions which seek to discriminate against or deny the rights of individuals or groups in any form.
- The Council will seek to take positive action to address the inequalities in our society.
- The Council is committed to the equal opportunities policy set out in this document and will work to develop improve and monitor it.
- The Council will invite comments and complaints about actions or omissions which contravene its Equal Opportunities Policy Statement and/or the Aims of the Committee as set out above. Such comments and complaints will be thoroughly and impartially investigated under the procedure outlined below.
- The Council will display on its Notice Board details of how comments and complaints can be expressed. Such comments or complaints will be referred to the Chairman, who will within seven days of receipt make arrangements for the matter to be investigated by a panel of not less than three Councillors. That Panel will make a report to the Council, including recommendations as to any action which may be required to improve the Council's performance under this Policy.

THE EQUAL OPPORTUNITIES POLICY AND CODE OF PRACTICE

Legislation

The Council acknowledges the definitions of various groups of people who are vulnerable to discrimination as set out in the relevant legislation. The Council will support and implement the legislation and will work to ensure that no person protected by the legislation is discriminated against unlawfully, and that any positive obligations and duties are performed.

The Council gives the following specific commitments:

- Disability. The Council recognises that the legislation applies to persons who are not apparently disabled or ill.
- Age. The Council believes that people of all ages have skills experiences and ideas which are equally valid, and have valid needs expectations and aspirations.
- Ethnic Minorities. The Council will be alert to any implications of its services and actions for potential unlawful discrimination. The Council will challenge racism in any form.
- Gender and Sexual Orientation. Sexist policies, practices and attitudes (including policies practices and attitudes which may relate to sexual orientation and gender re-assignment) will be challenged.
- Religion and Belief. The Council endorses the right of each individual to their own religious beliefs or the absence of a belief.

THE CODE OF CONDUCT

1. People will be treated with dignity and respect regardless of the group to which they belong.
2. The feelings and views of people will be valued and respected. Language or humour that people find offensive will not be used or tolerated, e.g. racist jokes or derogatory terminology.
3. No one will be harassed abused or intimidated on the ground that they belong to a vulnerable group. Incidents of harassment will be taken seriously, and The Council will undertake investigations of any complaints quickly impartially and thoroughly.

THE COMPLAINTS PROCEDURE

1. The Council will display on its Notice Board details of how comments and complaints can be expressed.
2. Such comments or complaints will be referred to the Chairman, who will acknowledge within seven days.
3. Within that time. The Chairman shall make arrangements for the matter to be investigated by a panel of not less than three Councillors. The Chairman may arrange for the investigation and consideration of the complaint to be supported by an external specialist adviser if he deems it appropriate to do so.
4. The Panel will consider the complaint and may call for further investigations. When they are satisfied they have all relevant information, they will make a report to the Council, including recommendations as to any action which may be required to improve The Council's performance under this Policy.
5. The complainant will receive a formal response. The Council will aim to respond within six weeks of receipt of the complaint and, if this cannot be achieved, will inform the Complainant and give an explanation for the delay.

Adopted January 2011
Re-adopted May 2019