

Equal Opportunities Policy

HOLLESLEY PARISH COUNCIL

Judi Hallett
CLERK, HOLLESLEY PARISH COUNCIL

1. Introduction

Hollesley Parish Council recognises that everyone has a contribution to make to our society and a right to equal treatment. We aim to ensure that no Hollesley Parish Councillor, volunteer, organisation, job applicant or individual to whom we provide services, will be discriminated against by us on any unfair grounds whatsoever, including but not exclusively: gender, sexual orientation, age, mixed ability or religion.

We aim to foster awareness of prejudices in all who work for and with the Council, and we aim to encourage the removal of such prejudices.

We also aim to ensure that Hollesley Parish Councillors, volunteers and staff working with individuals and with organisations for which the Council provides services do not suffer discrimination, but should this occur, the Council commits itself to taking positive action against such discrimination

2. Our Policy

Hollesley Parish Council is committed to:

- addressing positively opportunities for full participation within the organisation
- adopting an effective system to monitor its practice with regard to ensuring equality of opportunity
- promoting good practice with regard to equality of opportunity for organisations and individuals involved in the work of the Council

In particular the Hollesley Parish Council will:

- work to ensure that all its services are provided in a way that promotes awareness of the rights and needs of people from minority groups and enables all people to have equal access to those services
- work to ensure that our terms and conditions of employment and volunteering reflect a range of needs and interests that encompass people who may otherwise be disadvantaged. The policy of the Council is to ensure that no person receives less favourable consideration than others in the selection and appointment of staff or in the recruitment of volunteers.
- reach out to underrepresented groups to encourage their participation in Council matters

3. Recruitment and promotion practices

The Hollesley Parish Council will ensure equality of opportunity for all job applicants and volunteers; it will ensure that:

- application forms are continually reviewed to ensure structure and content are not open to discrimination
- when recruiting, the Parish Council will develop personnel specifications which recognises the importance only of relevant experience or qualifications.
- acceptance of the Parish Councils Equal Opportunities Policy is a condition of employment.

4. Development and Training

The Council will facilitate development and training without discrimination ensuring that:

- Equal opportunities will become an integral part of the development and training programme for all staff.
- Existing development and training practices will be regularly reviewed to ensure they are not discriminatory.

Adopted by the Parish Council at a meeting on: *18th January 2018*

Signed:

Mrs Judi Hallett
Clerk

Mrs Helen Lewis
Chair