

Yarnscombe Parish Council

Equality Policy



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Document History

Version	Date	Author	Reason for Change
0.1	27/03/2019	Richard Pengilley	First draft.
1.0	25/04/2019	Richard Pengilley	First formal issue following councillors' approval, 24/04/2019.

Notes

1. Use of the word "Chairman" (and similar) in this document should not be taken to assume that women are precluded from taking such a role.

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1 Introduction

- 1.1 This document specifies the policy of Yarnscombe Parish Council (“the Council”) towards ensuring that all its councillors and staff are afforded equal opportunities, irrespective of their race, ethnicity, nationality, national origin, gender, age, disability, sexual orientation, marital status, religion, or social class. The Council opposes all forms of unlawful and unfair discrimination.
- 1.2 All employees whether full-time, part-time, fixed contract, agency workers or temporary, and all councillors, will be treated fairly and equally. Selection for employment, promotion, training, remuneration (in the case of employees) or any other benefit will be on the basis of aptitude and ability. All employees and councillors will be helped and encouraged to develop their full potential, and talents and resources will be fully utilised to maximise the efficiency of the Council.

2 Principles

- 2.1 Discrimination, direct or indirect, based on any of the attributes listed in subsection 1.1, is unacceptable.
- 2.2 In addition to being unacceptable, such forms of discrimination represent a waste of human resources and a denial of the opportunity for individual fulfilment.
- 2.3 The Council seeks to involve all councillors and staff in the continuing development and implementation of this policy. See also subsection 5.1.

3 Members of the public

- 3.1 The Council recognises that members of the public use its services or attend its meetings. The Council takes seriously its responsibility to these people and affirms that they will be treated with the same respect and rights. Likewise, it is not acceptable for staff to be treated unfairly by service users or visitors.

4 Organisational Responsibilities

- 4.1 The responsibilities of the Clerk to the Council include communicating the policy and its implementation to staff and councillors, monitoring its implementation, and advising the chairman on recruitment and other matters concerning equal treatment.
- 4.2 The co-operation of all employees and councillors is essential for the success of this policy. However, ultimate responsibility for achieving the policy’s objectives and for ensuring compliance with relevant statutes and codes of practice lies with the Council.
- 4.3 Intentional breaches of the provisions or spirit of this policy will be regarded as misconduct and could lead to disciplinary action in accordance with the Discipline section of the Council’s Grievance and Discipline Procedures document.

5 Monitoring

- 5.1 This document will be reviewed at each Annual Parish Council Meeting and any required changes incorporated in a reissue. In addition, any parish councillor or member of staff may raise a written proposal at any intermediate parish council meeting to modify or add to the document.