

RINGLAND PARISH COUNCIL

Equalities and Diversity Policy

Ringland Parihs Council is committed to equal opportunities.

We therefore wholeheartedly accept our legal obligations and understand that it is unlawful to discriminate against an individual on the following grounds:

age
disability
gender reassignment
marriage and civil partnership
pregnancy and maternity
race
religion or belief
sex
sexual orientation

Ringland Parish Council is committed to implementing equality of opportunity in carrying out all its various functions. We are committed to the development of effective policy, strategy and standards, and to the monitoring, review and evaluation towards the achievement of equality of opportunity.

Ringland Parish Council also recognises that whilst much can be achieved through the development of policies, practices and procedures to eliminate unlawful and unfair discrimination, real progress towards equality of opportunity requires a programme of action which involves the commitment and participation of staff and Councillors. Equal opportunities require a genuine commitment to the policy from everyone.

The aim is to ensure that all those who receive from the council or wish to use a council service can do so without fear of discrimination or disadvantage. All people are entitled to be treated fairly, in a consistent manner and with dignity and respect.

Achievement Method

In order to achieve this aim, we will:

- Provide services that are equally accessible to all people, free from prejudice and discrimination and sensitive to the needs of all sections of the community.
- Value people and their differences.
- Work actively towards eliminating all forms of discrimination.
- Integrate equality of opportunity into all aspects of the council's activity.

- Provide equal access to all service users and potential service users wherever possible.
- Ensure that information about vacancies is easily available to everyone who may be interested in applying.
- Ensure that application forms and other related documentation are easily understood and do not contribute to or lead to possible inferences of discrimination.
- Ensure that fair recruitment and selection practices are used, to ensure people are recruited or promoted on merit.
- Access to training will be monitored.

To be adopted: March 2024
To be reviewed: March 2027