

# BURSTALL PARISH COUNCIL

## EQUALITY and DIVERSITY POLICY

Burstall Parish Council (the Council) is committed to ensuring that, in the exercise of its functions, it fulfils its legal responsibilities under all legislation concerning equality and diversity and does not engage in unlawful discrimination within the Council (including staff, councillors, volunteers and contractors) in the delivery of its service to the public.

The Council will actively develop positive practices which promote equality of opportunity and enable residents to fully participate and staff to realise their full potential. No resident, job applicant or employee will receive less favourable treatment on the grounds of gender, race, colour, creed, nationality, ethnic or national origin, physical or mental disability, sexual orientation, marital status, or will be disadvantaged by any condition which cannot be justified.

The Council will ensure that all decisions on participation, recruitment, selection, training, promotion and career development are based on abilities, merits and objective job-related criteria.

All staff and Councillors are required to behave in a non-discriminatory manner and to create a culture in which people can feel confident of being treated with fairness, dignity and tolerance.

The Council is committed to:

- Promoting equality of opportunity for all persons
- Promoting an environment in which everyone is treated with respect and dignity and in which no form of intimidation or harassment is tolerated
- Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation
- Fulfilling all of our legal obligations under the equality legislation and associated codes of practice
- Complying with our own equal opportunities policy and associated policies
- Taking lawful affirmative or positive action, where appropriate
- Breaches of our equal opportunities policy will be regarded as misconduct and could lead to termination of membership.

### Implementation:

The Chair and all members of the Council have the responsibility for the effective implementation of this Policy. All members are expected to create the equality environment, which is its objective.

In order to implement this Policy, the Council shall:

- Where appropriate, endeavour through appropriate training ensure that it will not consciously, or sub-consciously discriminate in the selection or recruitment of applicants for membership of the Council

- Incorporate specific and appropriate duties in respect of implementing the Equal Opportunities Policy into roles and responsibilities of the Council
- Incorporate equal opportunity notices into general communication practices
- Ensure that adequate resources are made available to fulfil the objectives of this Policy.

Monitoring and Review:

The Council will establish appropriate monitoring systems to assist the effective implementation of this Equal Opportunities Policy, and shall be reviewed annually.

Notes to the Policy:

Acts of bullying, harassment, victimisation and unlawful discrimination will be dealt with as misconduct under the Council's grievance and/or disciplinary procedures. Particularly serious complaints could amount to gross misconduct and lead to dismissal.