



Equal Opportunities Policy

The Parish Council has a responsibility to actively promote and monitor equalities in all the services it provides and also where it supports functions that are carried out by other organisations. The Organisation will provide such information as may be required by the Council to meet this requirement, as well as any other information that may be required in accordance with the contract.

- 1) The Parish Council must ensure that all information produced or used in connection with the contract is as accessible as possible to people with disabilities and to people whose understanding of English is limited.
- 2) The Parish Council shall not discriminate directly or indirectly against any person on grounds of colour, race, nationality, ethnic origins, gender, disability, sexual orientation, religion or belief.
- 3) The Parish Council shall co-operate with any investigations or proceedings concerning alleged contravention of the Race Relations Act, the Equalities Act, the Sex Discrimination Act, the Human Rights Act or other legislation relating to discrimination.
- 4) The Organisation shall notify the Council immediately it becomes aware of any investigation or proceedings brought against the Service Provider under the Race Relations Act, the Equalities Act, the Sex Discrimination Act, the Human Rights Act or other legislation relating to discrimination.
- 5) Where any investigation is conducted or proceedings are brought under the above Acts or other legislation relating to discrimination which arise directly or indirectly out of any act of omission of the Organisation, its agents or subcontractors, or the providers of staff, and where there is a finding against the Parish Council in such investigation or proceedings, the Organisation shall indemnify the Council with respect to all costs, charges and expenses (including legal and administrative expenses) arising out of or in connection with any such investigation or proceedings and such other financial redress to cover any payment the Council may have been ordered or required to pay to a third party.
- 6) The Organisation will ensure that proper procedures are in place that covers:-
 - a) Recruitment and selection of staff – how the organisation will ensure that its recruitment processes are open to all and do not discriminate.
 - b) Staff training – making sure that all members of staff have an equal opportunity to access training.
 - c) Service deliver – ensuring that where applicable, the users of the organisation are representative of the target population and that all users receive the same level of service.
 - d) Dealing with discrimination, harassment and victimisation.
 - e) Complaints procedure.
 - f) Monitoring and record-keeping.

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