

# ASHINGDON PARISH COUNCIL



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## **Equal Opportunities Policy**

Ashingdon Parish Council is committed to meeting the varied needs and circumstances of its residents and employees and to ensuring that services are equally appropriate to all without discrimination. The Council's goal is to support the development of strong, secure, self-reliant, self-confident communities, free from unlawful discrimination.

### **LEGAL POSITION**

Under the Equality Act 2010 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

These are known as "protected characteristics" under the Equality Act 2010. Ashingdon Parish Councils Equal Opportunities Policy provides a strong foundation for Equality of Opportunity in the Council and the services it provides.

### **AIMS**

All employees whether full-time, part-time, fixed contract, agency workers or temporary will be treated fairly and equally. Selection for employment, promotion, training, remuneration or any other benefit will be on the basis of aptitude and ability. All employees will be helped and encouraged to develop their full potential.

Ashingdon Parish Council aims to be an employer which provides a fair and inclusive working environment that:

- Ensures equality or opportunity to enable all employees to contribute to the Council and achieve personal development;
- Is free from discrimination, harassment/bullying and victimisation of any kind;
- Reflects all sections of society.

The Council will ensure that its services, including the ones carried out in partnership with any other agency are available equally to all, regardless of race, colour, nationality, ethnic origins, sex, material status, sexual orientation, disability, age, religious or political beliefs, making sure that no one is disadvantaged by conditions which cannot be justified.

## **PRINCIPLES**

Every employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated. The commitment to equal opportunities in the workplace is good management practice and makes sound business sense as it seeks to utilise the talents available from the local community, representing Society as a whole.

Breaches of our equal opportunities policy will be regarded as serious misconduct and could lead to disciplinary proceedings. Other personnel policies will be reviewed against the values stated in this main Equal Opportunities policy to ensure that the Council strives to remain an Equal Opportunities employer.

Ashingdon Parish Council will ensure that all contractors directly supplying goods and services or executing works for, or on behalf of, the Council comply with this Council's stated policy on equal opportunities.

All Members of the Public will be treated fairly and consistently.

All services shall be provided without unlawful discrimination, harassment or victimisation.

## **RESPONSIBILITIES**

All Councillors and employees are responsible for implementing the Council's Equal Opportunities Policy.

The Council aims to ensure that all employees, contractors and partners have the information they need to provide equality of opportunity and that this is reflected in their conduct. The Council will require, where legally possible, partners and contractors to have equal opportunities policies, and will seek sufficient information and evidence that compliance with equalities legislation is genuine.

## **MONITORING**

Ashingdon Parish Council is committed to ensuring that those Contractors and others from whom goods and services are procured, share and implement the values within the policy, by demonstrating that all practical steps are being taken to allow equal access and equal treatment in employment and service delivery for all, as appropriate to the nature of the contract concerned.

An employee who believes that they have been treated unfairly may raise the matter through their line manager or through the appropriate grievance procedure. The Council will protect any employee that makes such a complaint from victimisation and will fully investigate any such grievance.

The effectiveness of the Equal Opportunities Policy will be monitored and reviewed on an annual basis.

Reviewed and accepted by Ashingdon Parish Council on. 01.09.2025

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