

# **Sporle with Palgrave Parish Council**

## **Equal Opportunities Policy**

Sporle with Palgrave Parish Council is committed to providing equal opportunities for its employees and the users of its services, irrespective of their gender, race, ethnic origin, disability, age, nationality, national origin, sexuality, religion, marital status and social class. The Parish Council opposes all forms of unlawful and unfair discrimination and is committed to eliminating discrimination.

All employees will be treated fairly and equally. Selection for employment, promotion, training 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 and to have their talents and resources fully utilised to maximise the efficiency of the Parish Council.

The Parish Council recognises that there may be constraints to the services we can offer. We undertake to listen to and consider any solutions to make the services we provide more inclusive and respectful of the dignity of all who use our services.

### **The Law**

This policy will be implemented within the framework of the relevant legislation, which includes but is not limited to:

- Equal Pay Act 1970 (Equal Value Amendment 1984)
- Rehabilitation of Offenders Act 1974
- Sex Discrimination Act 1986 (Gender Reassignment Regulations 1999)
- Race Relations Act 1976
- Disability Discrimination Act 1995
- The Protection from Harassment Act 1997
- Race Relations (Amendment) Act 2000.
- Age Discrimination Act 2006
- Equality Act 2010

**Adopted: 14<sup>th</sup> May 2020**

**Minute Ref: 5 of 14<sup>th</sup> May 2020**

**Chairman's Signature:** on hard copy retained by clerk