

WROOT PARISH COUNCIL EQUAL OPPORTUNITIES POLICY

1. Introduction

Wroot Parish Council is committed to promoting equality and diversity and ensuring that all individuals are treated fairly and with respect. This policy outlines our commitment to providing equal opportunities in all aspects of our work and interactions.

2. Policy Statement

We are committed to:

- Promoting equality of opportunity for all persons.
- Preventing discrimination, harassment, and victimisation.
- Fostering a culture of inclusivity and respect.

3. Scope

This policy applies to all employees, volunteers, members of the council, and any individuals or organisations associated with Wroot Parish Council.

4. Legal Framework

This policy is guided by the principles set out in the Equality Act 2010 and other relevant legislation.

5. Principles

- **Equality:** We will ensure that no individual or group is treated less favourably on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.
- **Diversity:** We recognise and value the differences between individuals and the benefits that diversity brings to our community.
- **Inclusion:** We will create an inclusive environment where everyone feels valued and respected.

6. Responsibilities

- **Council Members:** Ensure that the principles of this policy are upheld in all council activities and decisions.
- **Employees and Volunteers:** Adhere to the principles of this policy and report any instances of discrimination or unfair treatment.
- **Management:** Provide training and support to ensure the effective implementation of this policy.

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7. Implementation

- **Training:** Provide regular training on equality and diversity to all employees and volunteers.
- **Monitoring:** Regularly review and monitor our practices to ensure compliance with this policy.
- **Reporting:** Establish clear procedures for reporting and addressing any breaches of this policy.

8. Review

This policy will be reviewed annually to ensure it remains relevant and effective.

9. Contact Information

For any questions or concerns regarding this policy, please contact the Clerk of Wroot Parish Council.

10. Communication

We will communicate this policy to all employees, volunteers, and relevant stakeholders and it will be published on the Parish Council website.

www.wrootparishcouncil.co.uk

Signed and Dated

 03/05/2025

J Alison McCardle

Clerk & RFO

Wroot Parish Council