

## **HAWKSHEAD PARISH COUNCIL**

### **EQUAL OPPORTUNITIES POLICY**

Adopted by Full Council on 19<sup>th</sup> July 2022

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#### **Introduction**

The aim of this policy is to communicate the commitment of the Parish Council, its Members and Clerk to the promotion of equality and diversity in relation to Hawkshead Parish Council.

#### **Statement of intent**

Hawkshead Parish Council is opposed to all forms of unlawful and unfair discrimination.

Everyone will be treated fairly and will not be discriminated against on the grounds of: gender, including gender reassignment; marital or civil partnership status; having or not having dependants; religious belief or political opinion; race (including colour, nationality, ethnic or national origins); disability; sexual orientation; age.

Hawkshead Parish Council recognises that the provision of equal opportunities in the community is good practice.

Hawkshead Parish Council is committed to:

- promoting equality of opportunity for all persons, and ensuring that people are treated solely on the basis of their abilities and potential;
- promoting a culture that respects and values differences, and that promotes equality and fairness to all in the community;
- ensuring that all decisions about recruitment and selection of staff are made objectively and without unlawful discrimination;
- fulfilling its legal obligations under equality legislation and associated codes of practice;
- taking an inclusive approach to providing access to our services and facilities for as wide a range of people as possible, acknowledging that there may be some circumstances where particular provision may be necessary for people with certain disabilities Implementation.

The Chairman has specific responsibility for the effective implementation of this policy.

Monitoring and reviewing the effectiveness of our equal opportunities policy will take place annually, and any action required taken as necessary.

This policy is fully supported by all Members of Hawkshead Parish Council.