



## STREET PARISH COUNCIL

### Equal Opportunities Policy

Adopted: 21 June 2016

Reviewed: 15 July 2025

Next Review: July 2027

Street Parish Council is an Equal Opportunities employer.

## 1 The Policy

Street Parish Council is committed to being an effective Equal Opportunities organisation. This means that the Council will do everything in its power to ensure that everyone is always treated fairly and with respect.

This applies to all areas of the Council's activities, including recruitment, employment, and provision of Council services.

### 1.1 As an Employer

We will provide equality and fairness for all in our employment and will not discriminate on grounds of:

- Age.
- Disability.
- Sex or gender.
- Gender reassignment.
- Marriage and civil partnership.
- Pregnancy and maternity.
- Race (including ethnic origin, skin colour, nationality, and national origin).
- Religion or belief; or
- Sexual orientation

All employees will be treated fairly and with respect regardless of position, part-time/full-time work, or length of contract. Selection for employment, promotion, training, or any other benefit will be based on aptitude and ability.

All employees are required to treat one another with mutual respect. Actions, behaviour, and attitudes should consistently demonstrate respect for the dignity and worth of an individual.

Harassment and discrimination in any form is unacceptable behaviour and offenders will be subject to disciplinary action.

## **1.2 As a Service Provider**

The Council will strive to ensure that all services provided by, or on behalf of, the Council are made accessible to all individuals and groups equally and without discrimination.

All service users will be treated with respect. Actions, behaviour, and attitudes will consistently demonstrate respect for the dignity and worth of an individual.

The Council will, wherever appropriate, work in partnership with other agencies in the area; including the relevant unitary, county, district, and borough councils, voluntary groups, and community organisations to promote equal opportunities.

The 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.

## **2 The Policy in Action**

### **2.1 As an Employer**

The Council aims to achieve the policy by:

- Ensuring that its employees are made aware of their rights and responsibilities to each other, the customer, and the organisation regarding equal opportunities issues.
- Providing a way in which individuals can communicate any concerns to the Clerk via the Clerk or Chair of Staffing Committee.
- Treating any unacceptable behaviour seriously; and
- Ensuring that all Managers realise they have a key role in implementing this policy and are expected to take personal responsibility for ensuring its success.

### **2.2 As a Service Provider**

The Council aims to achieve its policy by:

- Ensuring that employees are made aware of the Council's standards of service and customer care, including equal treatment in service delivery.
- Ensuring that no member of the public is disadvantaged or treated less favourably than others in terms of access to Council services. Where the Council's practices, policies, or procedures are found to make access impossible or unreasonably difficult, we will take such steps as are reasonable in the circumstances to change these practices, policies, or procedures.
- Ensuring that, wherever practical, all public buildings and premises owned or managed by the Council are accessible to all. Where this is impractical in the short-term, we will provide reasonable alternative methods of access so that no member of the public is disadvantaged by physical barriers.
- Recognising the importance of communication in attaining equality and providing quality services, which are responsive to the needs of all local people, for example through the provision of information in large print and on audio tape on request; and
- Complying with all relevant legislation relating to discrimination and equality.

### 3 Role of Councillors and Employees

All Councillors and employees are responsible for implementing the Council's Equal Opportunities Policy. It is important that all individuals who are employed by the Council appreciate that they have a responsibility and a role to play in the provision of equal opportunities.

### 4 Monitoring of Equal Opportunities

Monitoring the implementation of an equal opportunities policy is crucial for ensuring that the policy is effective and that all individuals are treated fairly.

Steps Street Parish Council can take to support monitoring:

Regular Audits and Reviews:	Reviews of employment practices, service delivery, and other relevant areas to ensure compliance with the policy
Data Collection and Analysis:	Collection and review of data on recruitment, promotions, training, and other employment practices to identify any disparities or areas for improvement.
Feedback Mechanisms:	Establishing channels for employees and residents to provide feedback on their experiences and report any instances of discrimination or unfair treatment.
Training and Awareness:	Provide regular training for staff on equal opportunities and diversity to ensure they understand their responsibilities and the importance of the policy.
Promotion:	Support equal opportunities through promotion of activities including high street banners, promotion of key calendar dates, youth and disability awareness champions, youth cadet role, work experience placements and community engagement activities.
Action Plans:	Develop and implement action plans to address any issues identified through audits, reviews, or feedback.
Partnerships:	Work with other organizations and community groups to promote equal opportunities and share best practices.
Reporting and Accountability:	Ensuring that there are clear reporting lines and accountability for the implementation and monitoring of the policy. <ul style="list-style-type: none"><li>- Complaints from staff about discrimination or unfair treatment will be dealt with as set out in the Council's Grievance Procedure.</li><li>- Complaints from members of the public about discrimination or unfair treatment will be dealt with through the Council's Complaints Procedure.</li></ul>