

## **Parham Parish Council**

### **EQUAL OPPORTUNITIES PROCEDURE**

**MARCH 2017**

Parham Parish Council (“the Council”), under the Equality Act has a duty in the exercise of its functions to ensure that it fulfils its legal responsibilities under all legislation concerning equal opportunities.

The Council is committed to a policy of equality of opportunity for all our residents, customers, staff and potential staff.

The Council will actively develop positive practices which promote equality of opportunity and enable residents and customers to fully participate and staff to realise their full potential.

No parishioner, customer, job applicant or employee will receive less favourable treatment on the grounds of gender, race, colour, creed, nationality, ethnic or national origin, physical or mental disability, sexual orientation, marital status, or will be disadvantaged by any condition which cannot be justified.

The Council will ensure that all decisions on participation, recruitment, selection, training, promotion and career development are based on abilities, merits, and objective job related criteria.

All Staff and Councillors are required to behave in a non-discriminatory manner and to create a culture in which people can feel confident of being treated with fairness, dignity and tolerance.

It is the responsibility of all Council Members and employees to adopt and implement this policy as part of their professional activities and conduct.