



# Littleport Parish Council

## Equal Opportunities Policy

- Policy prepared by: Su Field, Clerk
- Approved by Littleport Parish Council on: 19/11/2018
- Policy became operational on: 20/11/2018
- Review Due by: November 2019

### 1. Statement of Policy

- 1.1. Littleport Parish Council recognises the equality of all individuals irrespective of gender, family/marital status or sexuality; colour, race, nationality, ethnic or national origin; disability; age; social background, political or religious belief. Littleport Parish Council is committed to this by the promotion of equal opportunities in all its practices and procedures.
- 1.2. The primary purpose in producing this policy is to ensure that no contractor, member of the public or current or prospective employee or Councillor of Littleport Parish Council receives less favourable treatment because of the above discrimination.
- 1.3. Littleport Parish Council is committed:
  - to equality of opportunity as a Parish Council serving the community
  - within the framework of existing legislation, to eliminate discrimination in its own policies and practices and in those areas over which it has influence
  - to the establishment of mechanisms to ensure progress in achieving this end
- 1.4. The policy aims to foster tolerance, courtesy and good relations among Councillors, employees and with the public which they serve.

### 2. Equal Opportunities Legislation

- 2.1. The legislation relevant to the development and implementation of the Equal Opportunities Policy is:
  - Equality Act 2010
  - The Human Rights Act 1998
  - The Work and Families Act 2006.
  - Employment Equal Treatment Framework Directive 2000 (as amended).

2.2 Littleport Parish Council will liaise with East Cambs District Council if necessary who hold summary copies of all relevant legislation.

### **3. Access**

Littleport Parish Council is committed to improving access to its services by being aware of and addressing itself to the importance of ensuring independent access to its premises by disabled people, people with mobility difficulties, people with small children, and recognise the physical and emotional barriers which prevent these and other minority groups from involving themselves in Parish Council activities.

### **4. Monitoring**

Littleport Parish Council is committed to an efficient monitoring system to ensure the effective implementation of the policy. Responsibility for the supervision, monitoring and review of the operation of the policy will rest with the Parish Council. This will include consultation with appropriate user groups for comment on practice and advice on implementation. The policy will also be reviewed in light of changes to equalities legislation and directives.

### **5. Complaints**

Littleport Parish Council will take complaints seriously and will deal confidentially and effectively with complaints of discrimination using their Complaints policy.

**Every Councillor and employee of Littleport Parish Council has a responsibility to accept her or his personal involvement in the practical application of this Policy.**