

THURSFORD PARISH COUNCIL Equalities and Diversity Policy

Thursford Parish Council is committed to Equal Opportunities.

We therefore wholeheartedly accept our legal obligations and understand that it is unlawful to discriminate against an individual on the following grounds:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

Thursford Parish Council is committed to implementing Equality of Opportunity in carrying out all its various functions, to promote good community relations, equality of opportunity and to tackle unlawful discrimination in all of its forms. We are committed to the development of effective policy, strategy and standards, and to the monitoring, review and evaluation towards the achievement of Equality of Opportunity.

Thursford Parish Council also recognises that whilst much can be achieved through the development of policies, practices and procedures to eliminate unlawful and unfair discrimination, real progress towards Equality of Opportunity requires a programme of action which involves the commitment and participation of staff and Councillors. Equal Opportunities require a genuine commitment to the policy from everyone.

Achievement Method

In order to achieve this aim we will ensure that:

- All members of the Public are treated fairly and consistently
- All services are provided without unlawful discrimination, harassment or victimisation
- The council is committed to ensuring equality of opportunity in the training and development of both its employees and members of the council
- Information about all vacancies, both employee and members of the council, is easily available to everyone who may be interested in applying.
- Application forms and other written documentation are easily understood and do not contribute to or lead to possible inferences of discrimination
- All employees and members of the council understand the values and expectations of the council and the standards of behaviour that is expected from each of them.

Adopted – September 2022
To be reviewed - 2025