

# WOODCHESTER PARISH COUNCIL

## EQUAL OPPORTUNITIES POLICY

### AIMS

The Woodchester Parish Council is committed to helping the community provide equality of opportunity for all the parishioners of Woodchester and take positive action to eliminate discrimination in all areas of our work. As a whole, the Parish Council works in accordance with all relevant legislation including the Equality Act 2010.

We believe that information in respect of the Parish Council's activities should be open to all parishioners and invite them to every scheduled meeting in order for them to make contributions, unless there is something private being discussed, such as a personnel matter. We aim to ensure that all persons who wish to work or volunteer to help within the parish have an equal chance to do so.

### OBJECTIVES

We seek to undertake the duties of the Parish Council and in doing so reflect the diverse community at large, because we value the individual contribution of people, irrespective of sex, age, marital status, disability, sexuality, race, colour, religion, ethnic or national origin.

We will treat our employees with dignity and respect and will provide a working environment free from unlawful discrimination, victimisation or harassment on the grounds of sex, age, marital status, disability, sexuality, race, colour, religion, ethnic or national origin.

We will not tolerate acts which breach this policy and all instances of such behaviour, or alleged behaviour, will be taken seriously, be fully investigated and may be subject to our disciplinary procedures with full regard for The Code of Conduct to which we are fully committed.

### REPORTING

- Any situation arising from the above which cannot be resolved by the Parish Council to be reported immediately to Stroud District Council Monitoring Officer
- To maximise the use of IT for communication to the Parish

**Adopted by Woodchester Parish Council on 4<sup>th</sup> November 2010, item 11**

Chairman.....

Clerk.....