

Reach Parish Council Equal Opportunities & Diversity Policy.

- * As an employer and public authority, the purpose of this policy is to eliminate discrimination, harassment and victimisation of employees, volunteers, members and residents and to recognise that the provision of equal opportunities in the community is good practice, irrespective of: gender, race, ethnic origin, disability, age, nationality, national origin, sexual orientation, religion or belief, marital status or background.
- * We oppose all forms of unlawful and unfair discrimination. No employee, volunteer, resident, or member will receive less favourable treatment through, for example, exclusion, verbal comment, denigration, victimisation, or a failure to appreciate needs.
- * All employees, volunteers, members, and residents will be treated fairly and equally. No form of intimidation or bullying will be tolerated.
- * Selection for employment, promotion, training, remuneration or any other benefit will be based on aptitude and ability or an approved pay scale.
- * Reach Parish Council aims to create a culture that respects and values each others' differences, that promotes dignity, equality, and diversity through its activities.

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

Breaches of this equal opportunities policy will be regarded as misconduct and could result in disciplinary proceedings. Any grievances concerning discrimination should be directed initially to the Clerk, or any other Parish Councillor, and will be dealt with properly, fairly, and as quickly as possible.

The effectiveness of this policy will be reviewed annually at the Annual Parish Meeting in May and action taken, as necessary.

Approved by Reach Parish Council on: 06/01/2021

Review date: May 2022