

## Equal Opportunities Policy

### Overton Community Council

Overton Community Council recognises that everyone has a contribution to make to our society and a right to equal opportunity.

No employee, member, volunteer or organisation/ individual to whom we provide services will be discriminated against by us on the grounds of:

- Age
- Disability
- Gender reassignment
- Marriage and Civil Partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

We aim to promote equal opportunities, eliminate discrimination and eliminate harassment through the following:

- Opposing all forms of unlawful and unfair discrimination.
- All employees (whether part-time, full time or temporary), volunteers, members and beneficiaries will be treated fairly and with respect.
- Membership will be open to all.
- Selection for employment / volunteering / promotion / training or any other benefit will be on the basis of aptitude and ability. All selection / rejection decisions will be recorded.
- All employees / volunteers / members have a legal and moral obligation not to discriminate and to report incidents of discrimination against any individual or group or individuals to the Chairman of Overton Community Council or the Clerk to the Council.

#### Our commitment

- To create an environment in which individual differences and the contributions of all our staff, volunteers, members and beneficiaries are recognised and valued.
- Every employee, volunteer, member and beneficiary is entitled to be part of an environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- Equality is good management practice and makes sound sense.

Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings or membership disqualification

- We will strive to monitor the policy's implementation and its effectiveness in line with changes in legislation and guidance.

For further reference: <https://www.gov.uk/guidance/equality-act-2010-guidance>

Approved by Council: ??? 2021

Review by October 2022