CLIVE PARISH COUNCIL

Equal Opportunities Policy Statement

Date adopted: March 2019
Reviewed: March 2020, 2021, 2022, April 2023, March 2024, 2025, 2026
Next review: March 2027

Introduction

The Council recognises the diversity of its local community and the value this diversity brings to community life. The Council will aim to provide each member of the community with fair and equal treatment in all its activities.

Protected characteristics

The Council is committed to ensuring that no one who is entitled to a service from the Council is discriminated against for a reason relating to any of the following protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership
- Pregnancy and maternity
- Race (including colour, nationality/citizenship, ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation.

Though it is not included as a protected characteristic under the Equality Act 2010, the Council is also committed to ensuring that no one is discriminated against by reason of their gender identity. All the above applies not only to members of the community, but also to Council employees and job applicants.

The Council aims to treat the people it serves or employs fairly, consistently, impartially and with respect, and strives to meet the needs of each individual. It also expects its Councillors, employees and service users to treat each other in the same way. The Council is committed to adopting flexible strategies and practices that cater for all and take into account an individual's circumstances and varying needs.

Responsibilities

The implementation of this policy statement is the Councillors' responsibility, as part of the normal activities of the Council and within the companies and individuals contracted to work for the Council. It is expected of everyone that they will operate within the spirit of the Statement and ensure that equality is upheld both in principle and practice.

The Council *will:*

- Ensure that equality is brought into the mainstream of all Council activities by planning and delivering a high standard of service, which will underpin the Council's commitments to improving the quality of life in its area.

- Provide services that are accessible, meaningful, responsive and appropriate to everyone, with particular regard to the needs and diversity of local communities. Welcome, encourage, and work to promote its community engagement role ensuring at all times that opportunities to communicate with the Council, influence, or participate in its decision making, are equally and openly available to people from all sections of the community.
- Seek to develop ways of promoting and achieving equality of access and outcomes in its services. It will act in accordance with all appropriate legislation and will ensure that it does not subject any person to conditions or requirements that cannot be justified.
- Ensure that all employees and potential employees have equality of opportunity in employment and are not discriminated against by reason of any of the protected characteristics listed above, their gender identity, or trade union membership. The Council will take all appropriate and reasonable steps to remove all barriers and obstacles to equal opportunities to gain employment with the Council.

Complaints

If you have any complaints regarding Equal Opportunities, these can be submitted in accordance with the Council's formal Complaints Procedure, which can be found on the Council's Policies webpage.

If you require this (or any other) policy in an alternative format, please contact the clerk:
Email: clerk@clive-pc.gov.uk
Tel: 01691 674742
Post: 11 High Fawr Close, Oswestry, Shropshire, SY11 1TE