

## **Birchanger Parish Council Equal Opportunities Policy**

Adopted	March 2013
Reviewed	February 2018
Reviewed	May 2025
Date of next review	Spring 2028

Document history	May 2022 text refined
	May 2025 no changes made

### **1. Statement**

Birchanger Parish Council will not tolerate discrimination or harassment in any part of Council operations. We are fully committed to promoting equal opportunities in both employment and voluntary sectors. We will ensure we carry out our legal duty in complying with the relevant legislation (including The Sex Discrimination Act, Race Relations Act, Disability Discrimination Act and Employment Equality Regulations).

Equal Opportunities is integral to all aspects of our operations and includes, but is not limited to, the following:

- Pay and employment conditions
- Recruitment processes
- Continuing professional development for both employees and volunteers
- Procedures for addressing grievances and disciplinary matters
- How suppliers and other key business contacts and stakeholders are treated

It also means that we will ensure, as far as possible:

- full access to everyone applying for vacancies and job opportunities within Birchanger Parish Council

### **2. Whom does it apply to?**

All employees, Parish councilors, consultants, contractors, volunteers.

Any complaints or evidence of failure to comply with equal opportunities legislation will be dealt with promptly and fully investigated according to the relevant procedure (e.g. may be investigated under the disciplinary, grievance or anti-harassment procedures detailed in the LGA Councillor Code of Conduct). All forms of discrimination by any person within Birchanger Parish Council's responsibility will be treated seriously for such behaviour is unacceptable.