



FRAMSDÉN PARISH COUNCIL EQUALITY & DIVERSITY POLICY

Responsibility:	Parish Clerk
Version:	4
Prepared by:	Parish Clerk
Adopted by Resolution of :	Framsdén Parish Council on 13 th November 2015
Reviewed and Re-Adopted:	11 th January 2024
Date of Next Review:	January 2025

Principle

Framsdén Parish Council (“Council”) is committed to ensuring that, in the exercise of its functions, it fulfils its legal responsibilities under all legislation concerning equality and diversity and does not engage in unlawful discrimination within the Council (including staff, councillors, volunteers and contractors and in the delivery of its service to the public).

Opportunities

The Council will actively develop positive practices which promote equality of opportunity and enable residents and customers to fully participate and staff to realise their full potential.

No resident, customer, job applicant or employee will receive less favourable treatment on the grounds of gender, race, colour, creed, nationality, ethnic or national origin, physical or mental disability, sexual orientation, marital status, or will be disadvantaged by any condition which cannot be justified.

The Council will ensure that all decisions on participation, recruitment, selection, training, promotion and career development are based on abilities, merits, and objective job-related criteria.

All Staff and Councillors are required to behave in a non-discriminatory manner and to create a culture in which people can feel confident of being treated with fairness, dignity and tolerance.

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

Monitoring and Review

The effectiveness of the equal opportunities policy will be reviewed annually and remedial action will be taken as necessary.

Notes to the Policy

Acts of bullying, harassment, victimisation and unlawful discrimination will be dealt with as misconduct and any appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice in the case of staff. Sexual harassment may amount to both an employment rights/Code of Conduct and a criminal matter, such as in sexual assault allegations.

In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.