

WALL PARISH COUNCIL

EQUAL OPPORTUNITIES POLICY

The purpose of this policy is to provide equal opportunities to all employees, irrespective of their gender, race, ethnic origin, disability, age, nationality, national origin, sexual orientation, religion, marital status or social class. Wall Parish Council opposes all forms of unlawful and unfair discrimination.

All employees of Wall Parish Council will be treated fairly and equally. Selection for employment, promotion, training, remuneration or any other benefit will be on the basis of aptitude and ability. All employees will be helped and encouraged to develop their full potential and the talents to maximise the efficiency of the organisation.

STATEMENT ON EQUAL OPPORTUNITIES

Wall Parish Council recognises its obligations under the Sex Discrimination Acts, Race Relations Act, Disability Discrimination and Equality Act and the spirit and intent of the Codes of Practice:

- For the elimination of discrimination on the grounds of age, sex or marital status and the promotion of equality of opportunity in employment;
- For the elimination of discrimination on the grounds of race and the promotion of equality of opportunity in employment;
- For the elimination of discrimination on the grounds of disability and the promotion of equality of opportunity in employment.

COMMITMENT TO POLICY

Wall Parish Council supports the principles and practices of equal opportunity and recognises that it is the duty of all councillors and employees to accept their personal responsibility for fostering a fully integrated community at work by adhering to the principles of equal opportunity and maintaining racial harmony.

Wall Parish Council will actively promote equal opportunities throughout the organisation through the application of policies which will ensure that individuals receive treatment that is fair and equitable and consistent with their relevant aptitudes, potential, skills, experiences and abilities. The Parish Clerk will seek to ensure that all employees comply with these principles.

Wall Parish Council will ensure that individuals are recruited and selected, promoted and trained on objective criteria having regard to the relevant aptitudes, potential, skills, experiences and abilities. In particular, no applicant will be placed at a disadvantage by requirements or conditions which are not necessary to the performance of the job or which constitute indirect unfair discrimination.

Reasonable adjustments will be taken where a disabled person is put in a detrimental position and such reasonable adjustments remove the detriment.

TRAINING AND ADVERTISING

Wall Parish Council will train, develop and promote on the basis of merit and ability only. When vacancies are advertised the Parish Council will continue to ensure that such advertising, both in placement and content, is compatible with the terms of this Policy. In practical terms this means that the wording of advertisements will be carefully scrutinised to ensure that any hidden discrimination is avoided or that sexually, racially or disability loaded wording is avoided. Every effort will be made to ensure that the advertisements are placed on parish notice boards and the website so that as wide a readership as possible has access to the vacancies.

COMMUNICATION

The principles in this Policy will be brought to the attention of all councillors and staff. All councillors and employees are encouraged to bring to the attention of the Parish Clerk any act of discrimination they observe.

Councillors and employees who are newly disabled are encouraged to bring this to the attention of the clerk to enable a review of their treatment to be made. This review will include an assessment of physical features and arrangements to ensure that these do not place the disabled person at a substantial disadvantage. Where they do, then adjustments will be affected where reasonable to do so.

SEXUAL AND RACIAL HARASSMENT

Sexual and racial harassment are both forms of unlawful sex and racial discrimination and as a consequence is unlawful behaviour. It is also improper and inappropriate behaviour which lowers morale and interferes with the effectiveness of people at work.

All councillors and employees are expected to comply with the policy and to ensure that such conduct does not occur. Appropriate disciplinary action including summary dismissal for serious offences will be taken against any employee who violates this policy. It is the policy of this organisation to make every effort to provide an environment free from sexual or racial harassment and intimidation.

MONITORING

The effectiveness of the Equal Opportunities Policy will be monitored and reviewed on an annual basis.

LEGISLATION

The policy will be implemented within the framework of the relevant legislation including:

- Equal Pay Act 1970 & the Equal Pay for Work of Equal Value Amendment 1983
- Rehabilitation of Offenders Act 1974
- Sex Discrimination Act 1975 and (Amendment) 1986
- The Protection from Harassment Act 1997
- Gender Reassignment Regulations 1999
- Race Relations (Amendment) Act 2000 and 2003
- Employment Equality (Religion or Belief) Regulations 2003
- Employment Equality (Sexual Orientation) Regulations 2003.
- Disability Discrimination (Amendment) Act 2004
- Equality Act 2010

Reviewed, approved and adopted by Wall Parish Full Council 15th Sept 2026
Minute ref: 26/42.iii

Signed: