

Sharnbrook Parish Council

Equal Opportunities Policy

The aim of this policy is to communicate the commitment of Sharnbrook Parish Council, its Councillors and its employees to the promotion of equality and diversity.

It is our policy to provide services and employment to all irrespective of:

- Gender, including gender reassignment
- Marital or civil partnership status
- Having or not have dependants
- Religious belief or political opinion
- Race (including colour, nationality, ethnic or national origins)
- Disability
- Sexual orientation
- Age

The council is opposed to all forms of unlawful and unfair discrimination. All people and employees will be treated fairly and will not be discriminated against on any of the above grounds. Decisions about recruitment and selection of staff will be made objectively and without unlawful discrimination.

Sharnbrook Parish Council is committed to:

- Promoting equality of opportunity for all persons
- Promoting a good and harmonious environment, where all persons are treated with respect
- Preventing occurrences of unlawful discrimination (direct and indirect), harassment and victimisation.
- Fulfilling our legal obligations under equality legislation and associated codes of practice.
- Complying with our own equal opportunities policy and associated policies
- Taking lawful affirmative and positive action where appropriate

The chairman has specific responsibility for the effective implementation of this policy. In order to implement the policy, the Chairman will:

- Communicate the policy to Councillors and employees
- Ensure, with the clerk that the policy is incorporated into general practices
- Seek, with the clerk, that other persons or organisations will comply with the policy in their dealings with the council

The effectiveness of our equal opportunities policy will be reviewed annually in May, and action taken as necessary.

Agreed 4th May 2021. Reviewed June 2023. Reviewed July 2025

To be reviewed May 2027