

# THORP ARCH PARISH COUNCIL

## EQUAL OPPORTUNITIES POLICY

Updated March 2025

### **Aim**

The aim of this policy is to communicate the commitment of the Parish Council, its Members and Clerk to the promotion of equality and diversity in relation to Thorp Arch Parish Council (TAPC) 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 the grounds of: gender, including gender reassignment; marital or civil partnership status; having or not having dependants; religious belief or political opinion; race (including colour, nationality, ethnic or national origins); disability; sexual orientation; age.

TAPC recognises that the provision of equal opportunities in the community is good practice. TAPC is committed to:

- promoting equality of opportunity for all persons, and ensuring that people are treated
- solely on the basis of their abilities and potential.
- promoting a culture that respects and values differences, and that promotes equality and
- fairness to all in the community.
- ensuring that all decisions about recruitment and selection of staff are made objectively
- and without unlawful discrimination
- fulfilling its legal obligations under equality legislation and associated codes of practice
- taking an inclusive approach to providing access to our services and facilities for as
- wide a range of people as possible, acknowledging that there may be some circumstances where particular provision may be necessary for people with certain disabilities

### **Implementation**

The Chairman has specific responsibility for the effective implementation of this policy.

### **Monitoring and Review**

The effectiveness of our equal opportunities policy will be reviewed annually, and action taken as necessary. In addition to our internal procedures, any person has the

right to pursue complaints of discrimination under the following anti-discrimination legislation:

- Sex Discrimination (Gender Reassignment) Regulations and Gender Recognition Act 2004
- Civil Partnership Act 2004
- Disability Discrimination Acts 1995,2006
- Disability Equality Duty 2006
- Employment Equality (Religion or Belief) Regulations 2003
- Equality Act 2006
- Equality Act 2010
- Employment Equality (Age) Regulations 2006
- Rehabilitation of Offenders Act 1974
- Part Time Workers (Prevention of Less Favourable Treatment) Regulations 2000
- Fixed Term Employees (Prevention of Less Favourable Treatment) Regulations 2002
- Equal Pay Act 1970 (As amended)
- Race Relations Act 1976 (Amendment) Regulations 2003
- Race Relations Code of Practice 1983

*Thorp Arch Parish Council is committed to equal opportunities for all sectors of the community. It is the policy of the Council to ensure that no service user, employee, job applicant or other person associated with or funded by the Council receives less favourable treatment on the grounds of age, gender, including gender reassignment, race (including colour, nationality, ethnic or national origins), disability, marital status, nationality, religion, sexual orientation.*

*The Council will take all possible steps to stop any unfair and/or unlawful discrimination, and to remedy the effects of past discrimination and disadvantage.*

*The Council will ensure that all its consultations with staff and the community it serves are conducted in a fair manner and are accessible to all sectors of the workforce and the community as appropriate.*

*The Council is committed to developing, implementing and reviewing its policy in consultation with all appropriate parties including equal opportunities community organisations.*

Updated June 2024