

Ramsgreave Parish Council

EQUAL OPPORTUNITIES POLICY

Ramsgreave Parish Council will provide equality of access through good practices and actively promote fair treatment and opportunity regardless of a person's Age, Race, Religion and/or Belief, Gender, Disability, Sexual Orientation, or Socio-Economic Disadvantage Groups.

Our equality aim is: to engage, think, plan and act to ensure accessibility and equality for everyone.

1 Policy Objectives

The Parish Council will achieve its aim through the following objectives:

- Eliminating discrimination within the Parish by having due regard to equality in all its significant
- and relevant decisions.
- Providing fair employment and equal pay by strengthening our policies and practices: recruitment and selection; training; conditions of service; professional development and grievances.
- Ensure all local people are encouraged to participate by ensuring all sections of the community are part of our engagement.

2. Responsibilities

The Parish Council seeks to eliminate discrimination both in the workplace and within the whole

community and will develop Parish Council's services so they are provided in a fair and equitable

manner.

The following are specific responsibilities:

- All Councillors should have due regard to the elimination of discrimination, the advancing of equal opportunities and the fostering of good community relations in all their work, decisions and reviews.
- All employees working for the Parish Council will work to achieve the objectives outlined in this policy and develop appropriate procedures and plans.
- Everyone associated with the Parish Council including the Clerk, contractors, volunteers, professional advisers, temporary staff or those working for a partner will conduct themselves in a manner that maintains the Parish Council's



reputation on equalities and accessibility while carrying out a Parish Council function and at other times when their actions could reflect on the Parish Council's reputation.

3. Review

The Parish Council will review this policy on a regular basis.

Policy review date: May 2025

Chair Person signature:

A handwritten signature in black ink, appearing to be the initials "KMR" followed by a stylized flourish.

Member signature:

Minute reference: