

## Moulsoe Parish Council Equal Opportunities Policy

Moulsoe Parish Council will provide equality of access through good practices; and actively promote fair treatment and opportunity, regardless of a person's Age, Disability, Gender Reassignment, Pregnancy and Maternity, Race, Religion and Belief, Gender, and /or Sexual Orientation.

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

### 1. Policy Objectives

The council will achieve its aim through the following objectives:

- 1.1 Eliminating discrimination within the Parish by having due regard to equality in all its significant and relevant decisions.
- 1.2 Providing equality of access to the Council's services if any realised and when appropriate by having regular access audits.
- 1.3 Providing fair employment when called upon to do so and provide equal pay by strengthening our policies and practices: recruitment and selection; training conditions of service; and professional development and grievances.
- 1.4 Ensure all local people are encouraged to participate by ensuring all sections of the community are part of our engagement.

- Use of community facilities
- Awareness building and fostering of good community relations
- Events that build "belonging" in your Parish

### 2. Responsibilities

Moulsoe Parish Council seeks to eliminate discrimination both in the workplace and within the whole community and will when called upon develop council's services if realised 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 equal opportunities and the fostering of good community relations in all their work, decisions and reviews

If and when employees work for the council they will work to achieve the objectives outlined in this policy and develop appropriate procedures and plans.

Everyone associated with the council; council employees and people who work for the council (whether volunteers, temporary staff or working for a partner) will conduct themselves in a manner that maintains the council's reputation on equalities and accessibility while carrying out a council function and at other times when their actions could reflect on the council's reputation.

### 3. Review

Moulsoe Parish Council will review this policy every four years.

Approved by the Moulsoe Parish Council on

Signed by the Chair