

# MELLOR PARISH COUNCIL

## Equal Opportunities Policy

Mellor 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:

- 1.1. Eliminating discrimination within the Parish by having due regard to equality in all its significant and relevant decisions.
- 1.2. Providing fair employment and equal pay by strengthening our policies and practices: recruitment and selection; training; conditions of service; professional development and grievances.
- 1.3. 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.

Adopted by Mellor Parish Council 07.04.2022

Next review due April 2023