

# RUYTON XI TOWNS PARISH COUNCIL

## Equal Opportunities Policy Statement

Date adopted: November 2019

Reviewed: Nov 2020

Next review date: Nov 2021

### Introduction

The Council recognises the diversity of its local community and the value this diversity brings to community life. The Council will aim to provide each member of the community with fair and equal treatment in all its activities.

The Council will make every effort to ensure that no-one who is entitled to a service from the Council receives less favourable treatment on grounds of any irrelevant consideration, including: age, disability, gender reassignment, marital status, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or beliefs, sex (gender), sexual orientation, or trade union membership. The same applies to Council employees and job applicants.

The Council aims to treat the people it serves or employs fairly, consistently, impartially and with respect, and strives to meet the needs of each individual. It also expects its Councillors, employees and service users to treat each other in the same way. The Council is committed to adopting flexible strategies and practices that cater for all and take into account an individual's circumstances and varying needs.

### Responsibilities

The implementation of this policy statement is the Councillors' responsibility, as part of the normal activities of the Council and within the companies and individuals contracted to work for the Council. It is expected of everyone that they will operate within the spirit of the Statement and ensure that equality is upheld both in principle and practice.

### The Council will:

- Ensure that equality is brought into the mainstream of all Council activities by planning and delivering a high standard of service, which will underpin the Council's commitments to improving the quality of life in its area.
- Provide services that are accessible, meaningful, responsive and appropriate to everyone, with particular regard to the needs and diversity of local communities. Welcome, encourage and work to promote its community engagement role ensuring at all times that opportunities to communicate with the Council, influence or participate in its decision making, are equally and openly available to people from all sections of the community.
- Seek to develop ways of promoting and achieving equality of access and outcomes in its services. It will act in accordance with all appropriate legislation and will ensure that it does not subject any person to conditions or requirements that cannot be justified.
- Ensure that all employees and potential employees have equality of opportunity in employment and are not unfairly discriminated against. The Council will take all appropriate and reasonable

steps to remove all barriers and obstacles to equal opportunities to gain employment with the Council.

## **Complaints**

Any complaints will be dealt with in accordance with the [Council's formal Complaints Procedure](#).