

# SNETTISHAM PARISH COUNCIL – POLICIES ETC

## **Equal Opportunities Policy Statement**

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### **I Introduction**

Council treats all people with equal respect, concern and consideration and recognises the contribution made to the community by all individuals. We strive to ensure that this belief is embodied in the way we provide services, in our employment practices, and how we work with our partners/agencies in the community.

We will, with our partners, agencies, contractors and all other associated organisations, work to eliminate unlawful discrimination and promote equality of opportunity and good community relations.

### **II Principles of Service**

- Our service plans will identify and take account of the needs of people from all sectors of our society, and consider the likely impact of policies and services on them.
- We will consult as widely as possible with all sectors of our community, relevant voluntary agencies and representative groups, about any policy change that will impact upon them.
- We will monitor and review our services to ensure that all people, regardless of their background or circumstance, enjoy a fair and equal opportunity to access them and take appropriate action where this is not the case.
- We will work in partnership with the relevant voluntary sector groups, as appropriate, to deliver our services.

### **III Principles of Employment**

- Council is committed to workforce development and recruiting the best person(s), and would therefore actively recruit and support high potential individuals regardless of their background.

- We will ensure that all employees and potential employees are treated equally and fairly and will ensure that no applicants for jobs are discriminated against in the recruitment and selection process.
- We will review the recruitment, promotion, training and development of our staff and the composition of our workforce, in line with our statutory obligations.
- We will consult all employees and recognised trade unions on workplace issues and listen carefully to their views.
- We will inform customers and employees about our policies and progress on equality of opportunities.
- We will not tolerate harassment and discrimination of any kind within the Council and will take prompt and effective action whenever it occurs.
- We will support our managers' right to manage, and also the right of staff to be managed fairly.

#### **IV Principles of Community Leadership**

- We will provide leadership and support to our community partners.
- We will aim to ensure that principles of equality and good community relations are embedded in the work that the Council does with public, voluntary and private sector partners.
- Any grants or donations made by the Council will take account of the equality of opportunity and access to their services provided by the recipients.
- We aim to strengthen existing good community relations by promoting a better understanding of all community groups.
- We will develop policies, provide services and allocate resources in ways that are fair to the whole community.

#### **V Armed Forces Covenant**

Notwithstanding the above, Council commits to honour the Armed Forces Covenant and support the Armed Forces Community. We recognise the value Serving Personnel, both Regular and Reservists, Veterans and military families contribute to our community and our country.

To this end we will continue our support of military charities, organisations and events, including Remembrance. We will encourage our local community and business to do the same, particularly in the fields of employment and providing opportunity for young people. We believe that no member of the Armed Forces Community should face disadvantage in the provision of public and commercial services compared to any other.

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