EQUAL OPPORTUNITIES POLICY

The aim of this policy is to communicate the commitment of the Council and its staff to the promotion of equality of opportunity in Ripponden Parish Council.

It is the Council's policy to provide equality of membership to all, irrespective of:
- Gender, including gender reassignment
- Marital or civil partnership status
- Having or not having dependents
- Religious belief or political opinion
- Race [including colour, nationality, ethnic or national origins, being an Irish traveller]
- Disability
- Sexual orientation
- Age

The Parish Council is opposed to all forms of unlawful and unfair discrimination. All members of the Council and its staff will be treated fairly and will not be discriminated against on any of the above grounds. Decisions on membership, selection of office, training or any other benefit will be made objectively, without unlawful discrimination, and based on aptitude and ability.

It is recognised that the provision of equal opportunities in all our activities will benefit the Council and its staff. The equal opportunities policy will help members to develop their full potential and the talents and resources of the members will be utilised fully to maximise the effectiveness of the organisation.

Ripponden Parish Council recognises that there is a statutory duty to implement an equal opportunities policy. This policy applies to applicants for employment, volunteers and members of the Council alike.

Ripponden Parish Council is committed to the principles and practices of Equality. The Council values the diversity of the local population. We want our services, facilities and resources to be accessible and useful to every citizen regardless of gender, age, ethnic origin, religious belief, disability, marital status, sexual orientation, or any other individual characteristic, which may unfairly affect a person's opportunities in life.

EQUAL COMMITMENTS

The Parish Council is committed to:
- Promoting equality of opportunity for all persons
- Promoting a good and harmonious learning environment in which all men and women are treated with respect and dignity and in which no form of intimidation or harassment is tolerated
- preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation
- fulfilling all our legal obligations under the equality legislation and associated codes of practice
- complying with our own equal opportunities policy and associated policies
- taking lawful affirmative or positive action, where appropriate
- breaches of our equal opportunities policy will be regarded as misconduct and could lead to termination of membership.

IMPLEMENTATION

The Chairman and the Committees and all members have the responsibility for the effective implementation of this policy. It is understood that it is the responsibility of all members and staff to create an equality environment, which is the Parish Council's prime objective. In order to implement this policy the Parish Council will:

- Communicate the policy to members by issuing a copy of this document to all its members.
- Endeavour through appropriate training to ensure that it will not consciously or unconsciously discriminate in the selection or recruitment of applicants for membership of the Council.
- Incorporate specific and appropriate duties in respect of implementing the equal opportunities policy into roles and responsibilities of the Council.
- Incorporate equal opportunities notices into general communications practices
- Ensure that adequate resources are made available to fulfil the objectives of the policy.

MONITORING AND REVIEW

The Parish Council will establish appropriate monitoring systems to assist with the effective implementation of the equal opportunities policy. The effectiveness of the equal opportunities policy will be reviewed annually and remedial action taken as necessary.

COMPLAINTS

Any complaints will be dealt with in accordance with the formal Council's Complaints Procedure.