



# BRAUNTON PARISH COUNCIL

## Equal Opportunities Policy

### **1. Service Delivery**

The Council believes that everyone should have an equal opportunity to live, work and learn free from discrimination, bias, prejudice and harassment and is therefore committed to policies, procedures and practices, which do not discriminate. It fully recognises that its practices have to accord with the requirements of a range of legislation including the Equalities Act 2010 and that discrimination on the following grounds is unlawful:

- race
- sex
- disability
- sexual orientation
- religion or belief
- age
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity

The Council also considers other types of discrimination to be equally unacceptable e.g. membership or non-membership of an organisation, trade union activities, HIV/AIDS or caring responsibilities.

The Council believes that Councillors and staff have a personal responsibility to promote equality in service delivery to ensure equality of outcome, access, to services, treatment applied to all and the use of its services.

### **2. Employment**

As an employer the Council aim is to maximise the talents and abilities of all applicants and employees in relation to all aspects of employment eg the recruitment and selection process, working hours, promotion, training and the consistent application of conditions of employment.

Every employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.

This policy will be reviewed every 3 years.

Chairman .....  
(On behalf of Braunton Parish Council)

Date .....