



# **Boldre Parish Council**

## **Equal Opportunities Policy**

**Version: 2.1**

**Approved: 12<sup>th</sup> January 2026**

For queries on this document, please contact the Clerk to the Parish.

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## **Introduction**

The purpose of this policy is to provide equal opportunities to all employees and councillors, irrespective of their gender, race, ethnic origin, disability, age, nationality, national origin, sexual orientation, religion, marital status or social background. Council opposes all forms of unlawful and unfair discrimination, bullying and harassment and will act at all times within the Equality Act 2010.

All employees and councillors whether full-time, part-time, fixed contract, agency workers or temporary, will be treated fairly and with equal respect. Selection for employment, promotion, training, remuneration or any other benefit will be on the basis of aptitude and ability. All employees and councillors will be helped and encouraged to develop their full potential and the talents and resources of Council will be fully utilised to maximise the efficiency of the organisation within the financial and time constraints of Council.

## **Our Commitment**

1. Every employee and councillor is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
2. Breaches of this policy will be regarded as misconduct and could lead to disciplinary proceedings against employees or complaints to the Standards Board for councillors.
3. The policy will be monitored and reviewed at least biennially.

## **The Law**

The policy will be implemented within the framework of the relevant legislation, which includes:

- Equal Pay Act 1970
- Rehabilitation of Offenders Act 1974
- Sex Discrimination Act 1975
- Gender Reassignment Regulations 1999
- Race Relations (Amendment) Act 2000
- Disability Discrimination Act 1995
- The Protection from Harassment Act 1997
- BPC Code Of Conduct Policy
- BPC Employee Disciplinary Policy
- Employee Grievance Policy

## Change History

| <b>Version</b> | <b>Date</b> | <b>Author</b> | <b>Change Summary</b>                               |
|----------------|-------------|---------------|---|
| 1.0            | 08/03/10    | Clerk         | Initial Version                                     |
| 1.1            | 07/11/15    | Oliver Moore  | Updated to new template                             |
| 1.2            | 29/8/16     | Peter Lock    | Council address                                     |
| 1.3            | 26/4/20     | Peter Lock    | Policy review – only title page and footer changed. |

## Review Log

| <b>Version</b> | <b>Date</b> | <b>Reviewer</b>                 | <b>Comments</b>                                   |
|----------------|-------------|---------------------------------|---|
| 1.1            | 07/11/15    | Oliver Moore                    | No comments                                       |
| 1.3            | 25/05/20    | Oliver Moore                    | No Comments                                       |
| 1.3            | 13/7/20     | BPC                             | Approved by Council                               |
| 2.1            | 12/01/2026  | Pamela Keen<br>Eileen<br>Morton | Approved by Council 12 <sup>th</sup> January 2026 |