



# **Boldre Parish Council**

## **Equal Opportunities Policy**

Version: 1.3

Approved: 13<sup>th</sup> July 2020

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 class. Council opposes all forms of unlawful and unfair discrimination, bullying and harassment.

All employees and councillors whether full-time, part-time, fixed contract, agency workers or temporary, will be treated fairly and equally. 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



## Change History

Version	Date	Author	Change Summary
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

Version	Date	Reviewer	Comments
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