

# **Appleby Magna Parish Council**

## **EQUAL OPPORTUNITIES Policy - 2018**

### **1. Introduction**

*App Mag Parish Council* works to ensure that all staff both paid and unpaid and users of all services receive equal access and treatment. App Mag recognises the discrimination experienced by certain individuals and groups in society and as such actively works to eliminate all forms of discrimination by the removal of unfair mechanisms, prejudice and oppressive behaviour.

### **2. POLICY STATEMENT**

The Council acknowledges both its legal and moral duty to ensure genuine equality of opportunity and makes a commitment not to unfairly discriminate against any individual working for the organisation, through its management practices and in the services it provides.

It is the Council's policy that all employees are recruited, trained and promoted on the basis of ability and requirements of the job.

There shall be no discrimination on the grounds of Sex, Race, Ethnic Origin, Colour, Religion, Marital Status, Age or Disability in any matter.

Every effort will be made to promote an awareness of this policy within the organisation.

The following structures have been identified through which the organisation will work to combat all forms of discrimination.

#### ***Committees***

The Committees of App Mag will work in a participatory way and will actively encourage and support the involvement of all people in the running of the organisation. This will include the planning and delivery of services on all levels.

#### ***Employment Policies and Practices***

*App Mag* will seek to ensure that its recruitment policies and practices for both paid and unpaid work do not discriminate unfairly on any grounds.

### ***Training and Information***

*App Mag* will provide training (where applicable) for its members, volunteers and staff both unpaid and paid in the promotion and practice of equal opportunities.

### ***Service Provision and Development***

*App Mag* will ensure that everyone who uses its services will be treated equally. Services users will be treated as individuals with courtesy, respect and each person's needs will be recognised. Service users will be encouraged to offer comments that will help improve and develop services.

*App Mag* will work with other organisations to develop services and facilities that are relevant.

## **3. MONITORING AND COMPLIANCE**

*App Mag* is committed to monitoring this policy which will be reviewed regularly. *App Mag* has a strong commitment to ensuring compliance with this policy. All Committee, employees, volunteers and members are expected to be actively engaged promoting the objectives of the policy. *App Mag* will train its staff in the promotion and practice of equal opportunities. Behaviour or actions that contravene either the intent or the letter of this policy will be taken seriously and, where appropriate, will be dealt with under relevant disciplinary procedures.

At all times *App Mag* will strive to operate through a process based upon the development of an equal partnership between all those involved, working with and alongside people rather than for and on behalf of people, to enable the sharing of skills, knowledge and experience.