

## Loddon Town Council 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 Loddon Town Council.

It is our 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]
- Disability
- Sexual orientation
- Age

We are 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 officers, training or any other benefit will be made objectively, without unlawful discrimination, and based on aptitude and ability.

We recognise that the provision of equal opportunities in all our activities will benefit the Council and its staff. Our equal opportunities policy will help members to develop their full potential, their talents and resources of members/officers will be utilised fully to maximise the effectiveness of the organisation.

Loddon Town 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.

Loddon Town Council is committed to the principles and practices of Equality.

Loddon Town 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

We are committed to:

- Promoting equality of opportunity for all persons
- Promoting a good and harmonious learning environment in which all persons 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. We expect all members to create the equality environment, which is its objective. In order to implement this policy we shall:

- Communicate the policy to members by issuing a copy of this document to all its members.
- The Town Council will 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**

We will establish appropriate and monitoring systems to assist the effective implementation of our equal opportunities policy. **The effectiveness of the equal opportunities policy will be reviewed every three years and remedial action will be taken as necessary.**

## **COMPLAINTS**

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

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This policy was adopted by Loddon Parish Council at its meeting held on 08 December 2021 and reviewed at its meeting on the 8 February 2023. It was **reviewed by the Personnel Committee of Loddon Town Council at their meeting held on the 28 November 2024.**

Signed:

Dated:

**Date for next review:** November 2027 (reviewed every three years)