



EQUAL OPPORTUNITY POLICY STATEMENT

The Council welcomes the obligations imposed by legislation as an aid to ensuring a fair society as well as looking to embrace the moral obligations presented during the course of its work and sphere of influence.

The Council endorses equality as the right of every individual and recognises that in turn this ensures benefits for society in harnessing the best possible environment for the well being of the community as a whole.

Clearly, that sphere of influence is limited but in the course of its duties there are several areas in which it must be seen to be promoting equality. These are:

- Consideration of grants
- Assessment of planning applications
- Provision of services
- Employment and issuing of contracts

In relation to each of these areas the following policy statement applies.

Fair Treatment

The Council believes it is the right of each individual within the Parish to have an opportunity to approach the Council on an equal basis and in the expectation of fair treatment.

No individual should be disadvantaged on any grounds, such as race, colour, nationality, gender, marital status, disability, age or by conditions or requirements which cannot be shown to be justified.

Implementation

The Council will seek to ensure that all its services are available equally to all members of the community, including under-represented and disadvantaged groups.

Communication

The Council will ensure that:

- All members and employees are aware of the policy and their responsibilities in relation to it; and
- In carrying out their various functions as listed above they must observe and implement the policy at all times.

The Council will seek to address the issue of language on a case by case basis.

The Council will ensure that members, job applicants, members of the public, community groups and other outside agencies are made fully aware of the policy, and that:

- Whenever opportunity presents will actively seek to promote education in the wider community towards a better understanding of the underlying principles of the policy.

The Council will ensure that the highest standards are maintained by ongoing monitoring and periodic evaluation of their provision in each of the spheres mentioned above.

ADOPTED 10TH APRIL 2003 (Min. ref. 141C)