

Bovingdon Parish Council

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EQUAL OPPORTUNITIES STATEMENT

Bovingdon Parish Council accepts that in society certain groups or individuals may be denied equality on the grounds of race, gender, marital status, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation and religion, belief or any other factor to the purpose in view.

Bovingdon Parish Council welcomes all statutory requirements laid down to provide equal opportunities for all of its employees, councillors and for people in the wider community.

Bovingdon Parish Council recognises that it has a moral and social responsibility that goes beyond the provisions of Statutory and Regulatory requirements, and that it should support and contribute to the wider process or change through all aspects of its work and practices in order to eliminate discrimination and promote equality and diversity.

Bovingdon Parish Council is committed to taking positive steps to ensure that,

- All people are treated with dignity and respect, valuing the diversity of all,
- Equality of opportunity and diversity is promoted,
- Services are accessible, appropriate and delivered fairly to all,
- The mix of its employees, volunteers and councillors reflects, as far as is possible, the broad mix of the population of the village
- Traditionally disadvantaged sections of the community are encouraged to participate in policy decisions about, and the management of its services provided.

EQUAL OPPORTUNITY POLICY & PROCEDURES

This policy applies to all staff, volunteers and councillors

1. Commitment

Equality and diversity are central to the work of Bovingdon Parish Council.

Bovingdon Parish Council will treat all people with dignity and respect, valuing the diversity of all. It will promote equality of opportunity and diversity. It will eliminate all forms of discrimination on grounds of race, gender, marital status, caring responsibilities, disability, gender reassignment, age, social class, sexual orientation, religion, belief, irrelevant offending background or any other factor irrelevant to the purpose in view.

It will tackle social exclusion, inequality, discrimination and disadvantage. For this policy to be successful, it is essential that everyone is committed to and involved in its delivery. Bovingdon Parish Council's goal aims to embed this in all its policies, procedures, day-to-day practices and external relationships.

2. Aims

Bovingdon Parish Council aims to:

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Equal Opportunities Policy

- Provide services that are accessible according to need.
- Promote equality of opportunity and diversity in employment, volunteering and development,
- Create effective partnerships with all parts of our community.

3. Objectives

- Sustaining, regularly evaluating and continually improving its services to ensure equality and diversity principles and best practice are embedded in our performance to meet the needs of individuals and groups,
- Working together with the community to provide accessible and relevant service provision that responds to service users' needs,
- Ensuring staff, volunteers and councillors are representative of the community served and the employment policies are fair and robust,
- Responding to employees, volunteers and councillors needs and encouraging their development to increase their contribution to effective service delivery,
- Recognising and valuing the differences and individual contribution that all people make to Bovingdon Parish Council,
- Challenging discrimination,
- Providing fair resource allocation,
- Being accountable.

4. Why have this Policy

Bovingdon Parish Council has this policy because it is a people-led organisation that must always ensure it meets the needs of the community through fair and appropriate employment and development of people who work and volunteer for the organisation.

5. Procedure

Responsibilities for Implementation

This policy covers the behaviour of all the people employed or volunteering in Bovingdon Parish Council or using the services and sets out the way they can expect to be treated in turn by the organisation. The overall responsibility for ensuring adherence to and the implementation of this policy lies with the staff and Bovingdon Parish Council.

Method of Implementation

Bovingdon Parish Council intends to implement this policy by:

- Ensuring that it is a condition of paid employment in the organisation.
- Ensuring that councillors and users are made aware, understand agree with, and are willing to implement this policy. All staff and councillors will be given a copy of this policy.
- Actively encouraging staff and councillors to participate in anti- discriminatory training and making time and resources available for such training.
- Monitoring the services, publicity and events provided by the organisation, to ensure that they are accessible to all sections of the population and do not discriminate and taking active steps to ensure that participation is representative.

Monitoring and Reviewing

Bovingdon Parish Council has declared its commitment to establishing, developing, implementing and reviewing a policy of equality of opportunity.

Effective record keeping and monitoring, and acting on information gathered, are essential in order to measure effectiveness and plan progress.

This policy will be reviewed every year or earlier if required by legislation or additional material.