



EQUAL OPPORTUNITIES POLICY

Policy Statement

The aim of this policy is to underline Bishops Cannings Council's commitment to being an organisation which recognises diversity and the principle of equal opportunity for all.

The purpose of this policy is to promote equal opportunities to all employees irrespective of gender, race, ethnic origin, disability, age, nationality, sexual orientation, marital status or social class. All forms of unlawful or unfair discrimination are opposed.

All employees; full-time, part-time, fixed-contract, temporary or casual, will be treated fairly and equally. Partnerships with other local or county organisations will be founded on the same principles. Selection by Bishops Cannings Parish Council for employment, promotion, training, remuneration or any other benefit will be solely on the basis of aptitude and ability.

Commitment

Every employee will be afforded a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.

The commitment to equal opportunities in the workplace is good management practice and makes sound business sense.

Breaches of this policy will be regarded as misconduct and may lead to disciplinary proceedings.

This policy is fully supported by the whole council; having already been agreed by The National Association of Local Councils, by the Society of Local Council Clerks, by other representative bodies and trade unions.

Legislation

The policy will always follow the guidelines of the Members Code of Conduct (2025) and be implemented within the framework of the Equalities Act 2010.