MANORBIER COMMUNITY COUNCIL

EQUALITY POLICY

Manorbier Community Council has a responsibility to promote equal opportunities and oppose discrimination. In doing so, it plays a positive role in encouraging good practice.

Statement of Intent: The Council aims to promote equal opportunities within the corporate body and in all its activities to ensure that no individual is discriminated against on any of the following grounds:

- Language
- Gender
- Ethnic Origin
- Marital Status
- Pregnancy and Maternity
- Nationality
- Religious or Political Belief
- Physical or Mental Disabilities
- HIV or AIDS
- Sensory Impairment
- Sexual Orientation
- Colour
- Domestic Care Responsibilities
- Social or Economic Background
- Age
- Health Status
- Unrelated criminal convictions

The Council seeks to conform with the legislation relevant to anti-discrimination:

Equality Act 2010
Protection from Harassment Act 1997
Criminal Records Bureau Code of Practice
Rehabilitation of Offenders Act 1974

Objectives:

1. Employment – No existing or potential member of staff should face discrimination, either directly or indirectly, in the advertising and recruitment procedures, or through lack of necessary facilities for people with disabilities or those with sensory impairments. Existing staff who may become disabled will be provided with support and assistance to enable them to continue in post where appropriate.

2. Volunteering – Manorbier Community Council is committed to good practice in volunteering in line with staff recruitment and employment procedures.

3. Practice – Manorbier Community Council will ensure that all its services are equally available and accessible to everyone in the community.

The Equality Policy will be regularly monitored and reviewed by full Council so as to remain effective. The Chairman and Vice Chairman have overall responsibility for Equal Opportunities.

Strategy:

1. Equal Opportunities information and advice will be given to promote adherence to the policy

2. All published materials including recruitment advertisements will be non-discriminatory

3. Any documents issued by the Council to be made available, upon request to the Clerk, in large print

Complaints:

Individuals or groups with a complaint may refer to the Clerk, Chairman, Vice Chairman or a Councillor any matter which they feel may be grounds for discrimination.

Practice:

All Councillors will seek to adhere to and comply with this policy.

Monitoring:

This policy will be monitored and reviewed on a regular basis by full Council.

Adopted by the Manorbier Community Council: _____

Date: _____

Chair of Manorbier Community Council: _____