

Buckworth Parish Council Equal Opportunities Policy

Statement on Equal Opportunities

Buckworth Parish Council (BPC) is committed to implementing and promoting equal opportunities in its activities, services and practice. It realises that discrimination exists in society (whether protected by law or not), and believes that this prevents potential and ability from being realised in young people and others.

BPC will not tolerate discrimination on the basis of race; colour; gender; sexual orientation or identity; ethnic or national origin; disability; partnership status or home responsibility; HIV or AIDS status; age; political or religious belief; socio-economic background; refugee or asylum seeker status.

BPC recognises that some members may, for one reason or another, say or do things which would otherwise be unacceptable and incompatible with BPC's Equal Opportunities Policy. BPC will do all it can to challenge such behaviour. In cases where intervention is possible a gentle approach will be adopted which aims to alter attitudes and behaviour while maintaining support for the distressed person.

BPC realises that a genuine commitment to equal opportunities must operate on all levels:

- BPC will endeavour to prevent unfavourable treatment, directly or indirectly, upon individuals from any group facing discrimination. Where discrimination does occur, it will be dealt with through the agreed procedures. This will be achieved by following the BPC Equal Opportunities Policy.

Responsibility

- The members and officers of the BPC has overall responsibility for the effective operation of this policy.
- BPC will bring to the attention of parishioners the existence of this policy.
- If any parishioners feels that they have been, or are being, discriminated against in any way, they are entitled to pursue the matter with the council.
- All instances or complaints of discriminatory behaviour will be treated seriously.
- Complaints or allegations of an unfounded or malicious nature will also be treated as serious.

Disabled Access

BPC will endeavour to ensure, as far as is practicable, facilities, services and activities provided or supported by the council will be accessible.

Use of Language

Councillors will avoid and challenge the use of discriminatory language which, in any way, belittles anyone.

Where the language used has a personal impact on others, and it has been made clear to the person concerned that their use of such language is unwelcome and/or offensive, such disciplinary action available to the BPC may be taken.

Sexual Harassment

No councillors or parishioners should be subject to sexual harassment.

This is interpreted as unwanted behaviour of a sexual nature including:

- verbal sexual abuse
- physical contact
- repeated remarks which an individual finds offensive

If it has been made clear to the person concerned that their behaviour is unwelcome and they persist with it, then the person who is the recipient of the behaviour will be entitled to make a formal complaint.

Monitoring and Review

The Policy will be reviewed by the BPC annually and its impact monitored

It is the responsibility of every individual to eliminate discrimination and to ensure the practical application of this Policy.

Signed (Chairman):

Adopted on:

Review Date: