

Roxby Cum Risby Parish Council Equal Opportunities Policy and Procedure

1. Statement

Roxby Cum Risby Parish Council recognises that everyone has a contribution to make to our society and a right to equal opportunity.

2. Definition

No trustee, member, volunteer or organisation/individual to which we provide services or contract with will be discriminated against by us on the grounds of:

- 2.1 Gender (including sex, marriage, gender re-assignment)
- 2.2 Race including ethnic origin, colour, nationality and national origin
- 2.3 Disability
- 2.4 Sexual orientation
- 2.5 Religion or belief
- 2.6 Age

We aim to promote equal opportunities, eliminate discrimination and eliminate harassment through the following:

Opposing all forms of unlawful and unfair discrimination.

All volunteers and members of the public Roxby Cum Risby Parish Council may encounter whilst carrying out its duties will be treated fairly and with respect.

Membership will be open to all

3. Our commitment

- 3.1 To create an environment in which individual differences and the contributions of all volunteers, members and beneficiaries are recognised and valued.
- 3.2 Every trustee, employee, volunteer, member and beneficiary are entitled to be part of an environment that promotes dignity and respect to all. No form of Intimidation, bullying or harassment will be tolerated
- 3.3 Equality is good management practice and makes sound sense.

Breaches of our equality policy will be regarded as misconduct and referred to the Trustee for resolution.

This policy was adopted by The Roxby Cum Risby Parish Council on 6 November 2019 and will be reviewed annually.

Chair Signature.....