

GOODMANHAM PARISH COUNCIL EQUAL OPPORTUNITY POLICY

1. The Policy Aims

Goodmanham Parish Council's intention is to be an effective Equal Opportunities organisation. This means it will do everything in its power to ensure that everyone has equal access, and is treated with respect, in relation to employment opportunities, to its services and to all its activities.

2. As an Employer

2.1 All employees are required to treat one another with mutual respect. Actions, behaviour and attitudes should consistently demonstrate respect for the dignity and worth of an individual, irrespective of the position they have within the organisation.

2.2 The Parish Council is making every effort to create a workplace where individuals are valued, listened to and treated with respect.

2.3 The Parish Council maintains a work environment that seeks out and values the insight, experience, contribution and full participation of employees and all council members.

2.4 Harassment and discrimination in any form is unacceptable behaviour and offenders will be subject to disciplinary action.

3. As a Service Provider

3.1 Goodmanham Parish Council will strive to ensure that all services provided by, or on behalf of, the Parish Council are made accessible to all individuals and groups equally and without discrimination.

3.2 All service users will be treated with respect. Actions, behaviour and attitudes should demonstrate respect for the dignity and worth of an individual.

3.3 The Parish Council will work in partnership with The East Riding Council, voluntary groups and community organisations to promote equal opportunities.

3.4 The Parish Council will ensure that all contractors directly supplying goods and services for, or on behalf of the Council, comply with this Council's stated policy on equal opportunities.

4. Goodmanham Parish Council aims to achieve its policy by:

4.1 Ensuring that no member of the public is disadvantaged, or treated less favourably than others, in terms of access to Council services. Where the Council's practice, policy

or procedures are found to make access impossible or unreasonably difficult, we will take such steps as are reasonable in the circumstances to change these practices, policies or procedures

4.2 recognising the importance of communication in attaining equity and quality services, which are responsive to the needs of all local people.

complying with all relevant legislation relating to discrimination and equity.

5. Role of Councillors and Employees

5.1 All Councillors and employees are responsible for implementing the Council's Equal Opportunities Policy. It is important that all individuals who are employed by the Council appreciate that they have a responsibility and a role to play in the provision of equal opportunities.

6. Monitoring of Equal Opportunities

6.1 Complaints from staff about discrimination or unfair treatment will be dealt with as laid down in the Council's Grievance Procedures.

6.3 Complaints from members of the public about discrimination or unfair treatment will be dealt with through the Council's Complaints Procedure.