

# West Butterwick Parish Council

## Equal Opportunities Policy

The Council recognise that everyone has a contribution to make to our society and a right to equal opportunity.

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

- gender (including sex, marriage, gender re-assignment);
- race (including ethnic origin, colour, nationality and national origin);
- disability;
- sexual orientation;
- religion or belief;
- 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 the charity may come into contact with whilst carrying out its duties will be treated fairly and with respect.
- Membership will be open to all.

Our commitment:

- To create an environment in which individual differences and the Contributions of all volunteers, members and beneficiaries are Recognised and valued.
  - Every employee, volunteer, member and beneficiary is entitled to be part of an environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
  - Equality is good management practice and makes sound sense.
- Breaches of our equality policy will be regarded as misconduct and could lead to membership disqualification.

- This policy is fully supported by the Council and its members.
- The policy will be monitored and reviewed annually.

Adopted on 20<sup>th</sup> March 2017

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