**TERRINGTON ST JOHN PARISH COUNCIL**

**Equal Opportunities Policy Statement**

## Introduction

The Parish Council encourages fair treatment and promotion of equal opportunities for everyone, regardless of their race, disability, gender, colour, nationality or national or ethnic origin.

The Parish Council is a provider of a range of services to the people of Terrington St John and employs one clerk and two litter collectors. We have both a legal and moral responsibility to be fair and just in all that we do. Each member of our community is entitled to expect fair and equal treatment in all dealings with the Parish Council.

The Parish Council recognises that it has specific responsibilities under the Equality Act 2010 which replaces the existing anti-discrimination laws with a single Act. It simplifies the law removing inconsistencies and making it easier for people to understand and comply with it. It also strengthens the law in important ways to help tackle discrimination and inequality. The Act applies to all organisations that provides a service to the public or a section of the public.

The Parish Council is committed to taking effective action to achieve its goal of removing discrimination and inequitable barriers. We will make the best possible use of our resources to ensure that employment opportunities and service provision are bias free and readily accessible to people with differing needs.

## Statement of Intent

The Parish Council is committed to the elimination of discrimination and promotion of equality of opportunity for all citizens and will work towards this goal, both in the provision of services and employment.

In all its activities, the Parish Council will endeavour to treat all people equally and fairly whether they are:

* Seeking employment with the Parish Council or already employees of the Parish Council.
* Users of, or potential users of, Parish Council services or facilities owned by the Council (e.g. the village car park).
* Contracting to supply services or goods to the Parish Council.
* Seeking financial assistance from the Parish Council.

The Parish Council will not discriminate directly or indirectly through applying conditions or requirements which cannot be shown to be justified.

The Parish Council aims to make equality of opportunity an integral part of its values, policies and practices and to promote equal opportunities in the wider parish community.

In pursuit of excellence of service to the customer, the Parish Council will seek to identify where groups or individuals face particular disadvantages and consider how services can best respond.

The Parish Council recognises that monitoring is essential to form a picture of what is happening in terms of employment, service delivery and to evaluate how successful the Policy is in practice, in achieving its aims and objectives. It also recognises that it must monitor and review its policies and practices to ensure that its overall intentions are being met.