



## **Equal Opportunity Policy**

The Council will promote fairness, dignity and tolerance regardless of personal circumstances, background or lifestyle. The Council will not intentionally discriminate on grounds of disability, race, colour, ethnicity, religion, gender, marital status, sexual orientation, age or trade union membership.

The Council will:

- Aim to offer equality of opportunity in all aspects of service delivery.
- Aim to respond to the needs of the Community which may be diverse.
- Work within the law in respect of equal opportunity issues
- Consult with the Community as widely as possible to ensure equality of service delivery
- Encourage a commitment to equal opportunities across the community
- Will eliminate unlawful discrimination

### **Legal References**

The following summary covers major pieces of legislation and guidance documents but the list is not exhaustive:

Legislation -Sex Discrimination Act 1975 and 1986  
Race Relations Act 1976  
Race Relations (Amendment) Act 2000  
Local Government and Housing Act 1989  
Disability Discrimination Act 1995  
Protection from Harassment Act 1997  
Employment Equality (Religion or Belief) Regulations 2003  
Equal Pay Act 1970  
Employment Equality (Sexual Orientation) Regulations 2003

### **Complaints procedure**

1. Contact the Clerk to the Council who will acknowledge receipt within five working days and respond to the complaint within 15 working days. If the complaint cannot be resolved by the Clerk or you are dissatisfied with the result you should continue to the next stage.

2. Ask for your complaint to be referred to the Council. At a meeting of the Council (without members of the public or press being present), you or a representative of your choice can attend the meeting and to put your case. The decision of the Council will be notified to you in writing within 5 working days of the meeting and will be final.

This procedure does not preclude or restrict you taking advantage of any legal procedure which may be available to you under the relevant legislation.

#### Administration

Elected Members are responsible for considering the impact of any Council decisions on their equal opportunities policy.

Signed:  .....

Dated: 03-02-2021 .....

Minute Reference: 0212112-3 .....