



EQUAL OPPORTUNITIES POLICY

Document History		Next Review
Date	Reason	
May 2026	Reviewed no changes	May 2028
May 2024	Reviewed no changes	May 2026
May 2023	Reviewed with formatting changes and updates based on Equality Act 2010	May 2024
May 2022	Reviewed with addition of reference	
Jul 2020	Original document adopted	

The aim of this policy is to communicate the commitment of the Council and its staff to the promotion of equality of opportunity in Freethorpe Parish Council.

It is our policy to provide equality of membership to all, irrespective of:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity (not currently on the list in the policy)
- Race
- Religion or belief
- Sex
- Sexual orientation

We are opposed to all forms of unlawful and unfair discrimination. All members of the Council and its staff will be treated fairly and will not be discriminated against on any of the above grounds. Decisions on membership, selection of officers, training or any other benefit will be made objectively, without unlawful discrimination, and based on aptitude and ability. There will therefore be no:

- Direct discrimination
- Indirect discrimination
- Harassment
- Victimisation

We recognise that the provision of equal opportunities in all our activities will benefit the Council and its staff. Our equal opportunities policy will help members to develop their full potential, their talents and resources of members/officers will be utilised fully to maximise the effectiveness of the organisation.

Freethorpe Parish Council recognises that there is a statutory duty to implement an equal opportunities policy and that it is unlawful to discriminate against anyone in the

workplace because of the protected characteristics. This policy applies to applicants for employment, volunteers and members of the Council alike.

Freethorpe Parish Council is committed to the principles and practices of equality. Freethorpe Parish Council values the diversity of the local population. We want our services, facilities and resources to be accessible and useful to every citizen regardless of gender, age, ethnic origin, religious belief, disability, marital status, sexual orientation, or any other individual characteristic, which may unfairly affect a person's opportunities in life.

EQUAL COMMITMENTS

We are committed to:

- Promoting equality of opportunity for all persons
- Promoting a good and harmonious learning environment in which all persons are treated with respect and dignity and in which no form of intimidation or harassment is tolerated
- Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation
- Fulfilling all our legal obligations under the equality legislation and associated codes of practice
- Complying with our own equal opportunities policy and associated policies
- Taking lawful affirmative or positive action, where appropriate
- Breaches of our equal opportunities policy will be regarded as misconduct and could lead to termination of membership (councillors), disciplinary procedures (employees) and action against disorderly conduct (members of the public, reference Standing Orders section 2).

References

[Equality Act 2010: guidance - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/equality-act-2010)