

Funtington

Parish Council

Equal Opportunities

Policy

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1 Introduction

Funtington Parish Council (the Council) recognises that certain individuals and groups may be discriminated against on a number of grounds.

The Council is committed to working towards eliminating all forms of discrimination, both through its own work and through its policies and practices.

2 Aims and Objectives

This policy aims to outline the Council's commitment to ensuring equality of opportunity and equal treatment for everyone who is involved with the Council or uses its services. Whether that be in terms of employment or by any other arrangement. It also provides guidance on anti-discriminatory practice.

3 Scope

The policy applies specifically to discrimination and equality of opportunity in respect of 'protected characteristics' as defined in the Equalities Act 2010:

- a) Age
- b) Disability
- c) Race
- d) Gender
- e) Religion or cultural beliefs
- f) Gender reassignment
- g) Marital and civil partnership
- h) Sexual orientation
- i) Pregnancy and maternity

It also encompasses those principles as set out in other relevant legislation, including the:

- a) Rehabilitation of Offenders Act 1974
- b) Sex Discrimination Act 1975
- c) Gender Reassignment Regulations 1999
- d) Race Relations (Amendment) Act 2000
- e) Disability Discrimination Act 1995
- f) Protection from Harassment Act 1997

4 Process

- a) All equality concerns will be dealt with on a formal basis. To raise your concerns formally, you should do so in writing marked 'Private and Confidential' and send to the Parish Clerk (the Clerk) who will acknowledge it in writing; normally within 7 days of receipt. NB: you should keep a copy of your letter
- b) The Clerk, in consultation with the Chairman of the Council, will investigate the matter raised.
- c) Within a reasonable time frame - normally 21 days - the Clerk will write to you with the results of the investigation and any actions taken, or to be taken, to improve the quality of services provided.

- d) If you are dissatisfied with the outcome of the investigation, you have the right to have your concerns heard by a panel comprising at least three members of the Council. Should a panel become necessary, you will be advised of the panel process and your rights within that process.
- e) The decision of the panel will be final.

5 Learning

- a) The Clerk will report to the next available Council meeting the number, nature and actions taken, in respect of any breach.
- b) The Council will take any action to prevent a recurrence and/or to improve our practices and procedures.