Supplementary Information 2

Rackenford and Creacombe Parish Council – 5 September 2017

Equalities Policy

The aim of this policy is to communicate the commitment of Rackenford and Creacombe Parish Council to the promotion of equality of opportunity, recognising that everyone has a right to equal treatment, irrespective of:

- age
- disability
- gender reassignment
- marriage and civil partnership
- sex (gender)
- pregnancy and maternity (a protected characteristic separate to sex)
- race
- religion or belief
- sexual orientation.

The Council is opposed to all forms of unlawful/unfair discrimination. All full-time and part-time employees, job applicants, councillors, committee members, volunteers, organisations and individuals will be treated fairly.

The Council recognises its legal obligations under the Equalities Act 2010 and is committed to:

- preventing any form of direct or indirect discrimination, harassment or victimisation
- eliminating discrimination on the grounds of gender, marital status, religious beliefs, political opinions, race, ethnic origin, nationality, sexual orientation and age;
- to promote equal opportunities in employment in our recruitment and staff management
- promoting a good and harmonious working environment where all men and women are treated with respect and dignity and in which no form of intimidation or harassment will be tolerated
- fulfilling all legal obligations under the relevant legislation and associated Codes of Practice
- taking positive/affirmative action if deemed necessary.

The Council regards discrimination, harassment and bullying as gross misconduct. Any breaches of our equalities policy will be liable to appropriate action including disciplinary proceedings.