

Horsford Parish Council

EQUAL OPPORTUNITIES POLICY

The Policy

The purpose of this policy is to provide equal opportunities to all in employment and users of the Council's facilities, irrespective of their gender, race, ethnic origin, disability, age, nationality, national origin, sexuality, religion, marital status and social class. The Council opposes all forms of unlawful and unfair discrimination.

All employees, whether part time, full time or temporary, will be treated fairly and equally. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the Council.

The Law

This policy will be implemented within the framework of the relevant legislation, which includes:

- Equal Pay Act 1970 (Equal Value Amendment 1984)
- Rehabilitation of Offenders Act 1974
- Sex Discrimination Act 1975 (Gender Reassignment Regulations 1999)
- Race Relations Act 1976
- Disability Discrimination Act 1995
- The Protection from Harassment Act 1997

Amendments to Legislation

Pursuant to the above, the recommendation from the National Association of Local Councils relating to the Race Relations (Amendment) Act 2000, is that Local Councils adopt the following resolution:

“Horsford Parish Council acknowledges the general duty placed upon it by the Race Relations (Amendment) Act 2000. The Council will continue within its functions and policies to have due regard to the need to eliminate discrimination, promote equality of opportunity and promote racial equality between people of different racial groups.”