



Somersham Parish Council Equal Opportunities Policy

1. Policy Statement

Somersham Parish Council is committed to providing equal opportunities in all aspects of its work, including the employment of staff, the appointment of Councillors, and the provision of services. We are committed to fostering a culture of respect, dignity, and fairness, ensuring no one is discriminated against, harassed, or victimised.

2. Scope

This policy applies to all Councillors, employees (full-time, part-time, and temporary), volunteers, contractors, and members of the public using Council services or facilities.

3. Protected Characteristics

The Council will not unlawfully discriminate based on the 9 protected characteristics defined in the Equality Act 2010:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race (including colour, nationality, ethnic origin)
- Religion or Belief
- Sex
- Sexual Orientation

4. Recruitment and Employment

- All recruitment will be based on merit, ability, and potential.
- Job descriptions and person specifications will be strictly limited to the requirements of the role.
- We will ensure that recruitment, promotion, and training opportunities are accessible to all.

5. Service Provision

- The Council will make reasonable adjustments to ensure buildings and services are accessible to all, particularly those with disabilities.
- All members of the public will be treated fairly and consistently.

6. Training

- Staff and Councillors will receive training, when required, on equality and diversity to ensure fair treatment.

7. Harassment and Bullying

- The Council will not tolerate harassment, bullying, or intimidation of staff, Councillors, or service users.

- Any such behaviour should be reported, and the Council will take appropriate action.

8. Monitoring and Review

- This policy will be reviewed periodically to ensure it reflects current legislation and best practices.
- The Council will monitor recruitment and service usage to ensure the effectiveness of this policy.

Signed:

Dated:

Adopted on: 4th March 2026
Review Date: March 2028