

# Widdington Parish Council

## Equality Policy

Widdington Parish Council acknowledges its responsibilities under the Equality Act 2010 and the obligations of the Public Sector Equality Duty in Section 149. The Parish Council has a legal duty to meet regulations of Data Protection legislation.

The Council embraces diversity and is committed to maintaining practices that promote equality of opportunity for all residents, customers, contractors, employees and potential employees. Enabling residents and others to fully participate and employees to realise their full potential.

### **Equality of opportunity**

The aim of our policy is to ensure no job applicant, employee or worker is discriminated against either directly or indirectly on the grounds of age, disability, gender assignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation. We will maintain a neutral working environment, where all staff feel comfortable, with the same opportunities open to everyone.

### **Recruitment and selection**

- Councillors making recruitment decisions will do so ensuring their decisions do not discriminate, either consciously or unconsciously.
- Job requirements will be reflected in job descriptions and person specifications.
- All vacancies will be advertised following a non-discriminatory approach using channels available to all.
- All applicants will be considered solely on ability, merit and objective role related criteria.
- Interview questions will relate to role requirements and will not be discriminatory.
- Where possible, shortlisting and interviewing will be conducted by more than one person, who will all be aware of the Council's Equality Policy and their obligations under Equality legislation.
- During the recruitment process, information regarding race in terms of ethnic/national origin and sex of all applicants will be collected confidentially to enable the council to assess the effectiveness of council operations in terms of fairness and equality.
- Equality of opportunity will be available to all applicants and staff.

### **Delivery of services**

Widdington Parish Council, will, in the exercise of their functions ensure;

- All employees and Councillors behave in a non-discriminatory manner and will create a culture in which people feel confident of being treated with fairness, dignity and tolerance.
- Council members and employees adopt and implement this policy as part of their professional activities and conduct.

Adopted; 02/04/2020

Update & Reviewed; September 2024 (minute ref: 09.24).

Next Review Date: September 2027 (unless legislation requires sooner)

Widdington Parish Council .