

Equal Opportunities Policy Statement

Introduction

The Council encourages fair treatment and promotion of equal opportunities for everyone, regardless of their race, disability, age, sexuality, gender, colour, nationality or national or ethnic origin.

The Council is a provider of a wide range of services to the people of Upwell and employs a Clerk. The Council have both legal and moral responsibilities to be fair and just in all that it does. Each member of our community is entitled to expect fair and equal treatment in all dealings with the Council.

The Council recognises that it has specific responsibilities under all equality's legislation, including the Equal Pay Act (1970) amended 1990, Sex Discrimination Act (1975) amended 1986, Race Relations Act (1976) amended 2000 and Disability Discrimination Act (1995).

The Council is committed to taking effective action to achieve its goal of removing discrimination and inequitable barriers. The Council will make the best possible use of resources to ensure that employment opportunities and service provision are bias free and readily accessible to people with differing needs.

Statement of Intent

The Council is committed to the elimination of discrimination and promotion of equality of opportunity for all citizens and will work towards this goal, both in the provision of services and employment.

In all its activities, the Council will endeavour to treat all people equally and fairly whether they are:

- Seeking employment with the Council or are already employees of the Council.
- Users of, or potential users of, Council services or facilities owned by the Council (e.g., Crimplesham Playing Field).
- Contracting to supply services or goods to the Council.
- Seeking financial assistance from the Council.

The Council will not discriminate directly or indirectly through applying conditions or requirements which can not be shown to be justified.

The Council aims to make equality of opportunity an integral part of its values, policies and practices and to promote equal opportunities in the wider parish community.

In pursuit of excellence of service to the customer, the Council will seek to identify where groups or individuals face particular disadvantages and consider how services can best respond.

The Council recognises that monitoring is essential to form a picture of what is happening in terms of employment, service delivery and to evaluate how successful the Policy is in practice, in achieving its aims and objectives. It also recognises that it must monitor and review its policies and practices to ensure that its overall intentions are being met.

Date of Policy: November 2026
To be reviewed: November 2029