

# **Shirland and Higham Parish Council – Equal Opportunities Policy 2023/24**

## **1.Introduction**

Shirland and Higham Parish Council is strongly committed to the elimination of discrimination and the promotion of equality in employment and service delivery. The Council's Equality Statement is an expression of this commitment.

## **2.The Statement**

The Council's Equality Statement is an expression of its commitment to the principle that no-one shall be discriminated against on the basis of race, religion, culture, ethnic origin, nationality, age, gender, sexual orientation, disability or marital status.

## **3.Core Values**

The statement is underpinned with five core values which all Members, staff and volunteers are expected to adhere to and promote. These core values are:

Equality – recognition that everyone is of equal value and should be respected according to individual needs and abilities.

Equity – to be fair, reasonable and just in all Council affairs and activities.

Empowerment – to individuals to take on responsibility so that they can influence and participate in the decision-making process.

Accessibility – to provide equal access for all in employment and service delivery.

Quality – to obtain the highest standards in service delivery.

## **4.Aims**

The Council aims to adhere to its Equality Statement and work to the core values by:

- Eliminating discrimination either direct or indirect, and all forms of harassment;
- Ensuring that individuals are treated equally with respect to their specific needs;
- Establishing good practice in service delivery and employment;
- Providing public information in a way that best suits the needs of the person requesting it at as low a fee as possible given the need to cover the Council's costs;
- Encouraging the active participation of communities and groups in the development and application of the Council's planning processes and its policies and practices;

- Raising the awareness and importance of the Statement with Members, staff and volunteers;
- Proclaiming the Council's commitment to equality.

## **5.Practice**

It is the responsibility of Members, staff and volunteers of the Council as well as everyone working in partnership with the Council to adhere to the Equality statement, to observe the core values and to work towards realising the aims associated with the Statement.

### **Changes to this policy**

We keep this Equal Opportunities Policy under regular review and we will place any updates on [www.shirlandhighampc.org](http://www.shirlandhighampc.org). This policy was adopted on 16 November 2023 and will be reviewed in November 2024.