

Great Chesterford Parish Council

Equality Policy

Great Chesterford Parish Council acknowledges its responsibilities under the Equality Act 2010 and the obligations of the Public Sector Equality Duty in Section 149. Great Chesterford Parish Council embraces diversity and operates an equal opportunities approach to both the provision of services and the employment of staff.

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 and the same opportunities will be 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 their ability to do the job.

Interview questions will be related to the requirements of the job 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

Great Chesterford Parish Council, will, in the exercise of their functions, take into account;

- The need to eliminate discrimination and harassment, victimisation and any conduct prohibited under the Equality Act 2010.
- Advance equality of opportunity in all areas.
- Foster good relationships between all sections of our community.

Reviewed annually, last review date May 2023