

Pulham St Mary Parish Council

Equal Opportunities Policy

1. PSM Parish Council is committed to the principle and promotion of equal opportunities, both in its role as an employer and a service provider to the parish of Pulham St Mary.
2. The Council recognises its legal obligations under the Sex Discrimination Acts, Race Relation Act and Disability Discrimination Act and no form of discrimination, intimidation; bullying or harassment will be tolerated.
3. The Council intends to take all reasonable steps within its power to ensure that all members of the parish council, employees, contractors, volunteers and users of the parish council's services are treated with fairness and consistency, free from discrimination. The Council will endeavor to;
 - Prevent direct or indirect discrimination in all areas of employment, service provision and delivery in respect of sex, race, marital or family status, religion, disability, colour, ethnic or national origin, age or sexual orientation.
 - To examine and wherever possible enhance equality of opportunity at all points of contact with service users.
 - Where possible to consult service users on the effectiveness of the policy and possible improvements to it.
 - To ensure that employees, volunteers and councillors are fully conversant with the policy and receive training if necessary.
4. A copy of PSM Equal Opportunities Policy will be made available on the parish website and a paper copy will be made available upon request.
5. The Council will review the PSM Equal Opportunities Policy every three years or sooner if required.
6. Breaches of the PSM equal opportunities policy will be taken seriously and any complaints made under this policy will be duly investigated. This Policy does not take away the right of anyone wishing to pursue a complaint directly with another body, but it is hoped that any aggrieved person will wish to pursue their complaints with the Parish Council first so that the matter may be quickly and effectively investigated.

Adopted April 21

Reviewed February 2024