

# BARNT GREEN PARISH COUNCIL

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## Equal Opportunities Policy

### BARNT GREEN PARISH COUNCIL IS AN EQUAL OPPORTUNITIES ORGANISATION

#### 1. INTRODUCTION

1.1 Barnt Green Parish Council (the Council) recognises that it is unlawful to discriminate against an individual on the following grounds:

age	disability	gender reassignment
	pregnancy and maternity	race
religion or belief	sex	sexual orientation
marriage	civil partnership	

Under the Equality Act 2010 these are known as “protected characteristics”.

#### 2. POLICY AIMS

2.1 Barnt Green Parish Council’s intention is to be an effective Equal Opportunities organisation. This means it will do everything in its power to ensure that everyone has equal access, and is treated with respect, in relation to employment opportunities, to its services and to all its activities.

#### 3. AS AN EMPLOYER

3.1 Barnt Green Parish Council provides equal opportunities to all employees, irrespective of their characteristics (unless there are genuine occupational qualifications or objectively justified reasons for a different approach to be taken). The Council opposes all forms of unlawful and unfair discrimination whether it be direct or indirect discrimination, victimisation or harassment on the grounds of any of the protected characteristics defined in the Equality Act 2010.

3.2 All employees are required to treat one another with mutual respect. Actions, behaviour and attitudes should consistently demonstrate respect for the dignity and worth of an individual, irrespective of the position they have within the organisation.

3.3 Barnt Green Parish Council makes every effort to create a workplace where individuals are valued, listened to and treated with respect.

3.4 Barnt Green Parish Council maintains a work environment that seeks out and values, insight, experience, contribution and full participation of all staff.

3.5 Harassment and discrimination in any form is unacceptable behaviour and offenders will be subject to disciplinary action.

#### 4. THE COUNCIL’S COMMITMENT AS AN EQUAL OPPORTUNITIES EMPLOYER

4.1 All employees whether full-time, part-time, fixed term contract, agency workers or temporary staff, will be treated fairly and equally. Selection for employment, promotion, training, remuneration or any other benefit will be based on aptitude and ability. All

employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the council.

- 4.2 Every employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated. This is further defined in the Dignity at Work policy adopted by the council.
- 4.3 Breaches of the equal opportunities policy will be regarded as serious misconduct and could lead to disciplinary proceedings.
- 4.4 Barnt Green Parish Council aims to achieve fulfilment as an Equal Opportunities Employer by:
  - ensuring its employees are made aware of their rights and responsibilities to each other, the customer and the organisation regarding equal opportunities issues;
  - providing a way in which individuals can communicate any concerns via competent named personnel;
  - treating any unacceptable behaviour seriously;
  - ensuring all Managers/Members realise they have a key role in implementing this policy and are expected to take personal responsibility in ensuring its success;
  - providing awareness training for all employees and Councillors, ensuring opportunities to develop relevant competencies are available to implement the policy;
  - meeting the commitments and living the aims of being a “Positive about Discrimination” employer.

## **5. AS A SERVICE PROVIDER**

- 5.1 Barnt Green Parish Council will strive to ensure that all services provided by, or on behalf of, the Council are made accessible to all individuals and groups equally and without discrimination.
- 5.2 All service users will be treated with respect. Actions, behaviour and attitudes should consistently demonstrate respect for the dignity and worth of an individual.
- 5.3 Barnt Green Parish Council will, wherever appropriate, work in partnership with other agencies in the area, including the county and district councils, voluntary groups and community organisations to promote equal opportunities.
- 5.4 Barnt Green Parish Council will ensure that all contractors directly supplying goods and services or executing works for, or on behalf of the Council, comply with this Council’s stated policy on equal opportunities.

## **6. THE COUNCIL’S COMMITMENT TO EQUAL OPPORTUNITIES AS A SERVICE PROVIDER**

- 6.1 Barnt Green Parish Council aims to achieve fulfilment as an Equal Opportunities Service Provider by:
  - providing training for all staff in equal opportunities awareness and customer care, emphasising equality of treatment in service delivery;
  - ensuring that no member of the public is disadvantaged, or treated less favourably than others, in terms of access to Council services. Where the Council’s practice, policy or procedures are found to make access impossible or unreasonably difficult, it will take such steps as are reasonable in the circumstances to change these practices, policies or procedures;
  - ensuring that, wherever practical, all public buildings and premises owned or managed by the Council are accessible to all.
  - recognising the importance of communication in attaining equality and quality services, which are responsive to the needs of all local people, for example through the provision of information in large print or audio on request;

- complying with all relevant legislation relating to discrimination and equality.

## 7. ROLE OF COUNCILLORS AND EMPLOYEES


7.1 All Councillors and employees are responsible for implementing the Council's Equal Opportunities Policy. It is important that all individuals who are employed by the Council appreciate that they have a responsibility and a role to play in the provision of equal opportunities.

## 8. MONITORING AND REVIEW OF EQUAL OPPORTUNITIES

8.1 This policy will be monitored and reviewed regularly. Other Personnel policies will be reviewed against the values stated in the Equal Opportunities Policy to ensure that the council strives to remain an Equal Opportunities organisation.

8.2 Complaints from staff about discrimination or unfair treatment will be dealt with as laid down in the Council's Grievance Procedures.

8.3 Complaints from members of the public about discrimination or unfair treatment will be dealt with through the Council's Complaints Procedure.



Signed [Robert Cholmondeley \(Jul 11, 2022 14:24 GMT+1\)](#)

Reviewed at the meeting of Barnt Green Parish Council held 20 June 2022

Review Date: February 2024






# 25. Equal Opportunities Policy June 2022

Final Audit Report

2022-07-11

Created:	2022-07-11
By:	Eleanor Choudry (exec@barntgreen.org.uk)
Status:	Signed
Transaction ID:	CBJCHBCAABAA4n8q7GE7uufWlw9allF5pJMEMsP-jkBy

## "25. Equal Opportunities Policy June 2022" History

-  Document created by Eleanor Choudry (exec@barntgreen.org.uk)  
2022-07-11 - 11:43:03 AM GMT
-  Document emailed to robert.cholmondeley@barntgreen.org.uk for signature  
2022-07-11 - 11:43:29 AM GMT
-  Email viewed by robert.cholmondeley@barntgreen.org.uk  
2022-07-11 - 12:33:42 PM GMT
-  Document e-signed by Robert Cholmondeley (robert.cholmondeley@barntgreen.org.uk)  
Signature Date: 2022-07-11 - 1:24:06 PM GMT - Time Source: server
-  Agreement completed.  
2022-07-11 - 1:24:06 PM GMT