

1 INTRODUCTION

The aim of this policy is to communicate the commitment of Calife Parish Council (“the Council”) to the promotion of equality of opportunity.

It is our policy to provide equality to all, irrespective of:

- gender, including gender reassignment
- marital or civil partnership status
- having or not having dependents
- religious belief or political opinion
- race (including colour, nationality, ethnic or national origins)
- disability
- sexual orientation
- age

We are opposed to all forms of unlawful and unfair discrimination. All members of the Council, employees, parishioners and those doing business with the Council will be treated fairly and will not be discriminated against on any of the above grounds. Decisions on employment, membership, contracts to be awarded, selection for office or working group, training or any other aspect of Council business will be made objectively, without unlawful discrimination, and based on aptitude and ability.

The Council recognises that there is a statutory duty to implement an equal opportunities policy. This policy applies to applicants for co-option or employment, volunteers and members of any group alike. The Council is committed to the principles and practice of Equality and values the diversity of the local population. We want our services, facilities and resources to be accessible and useful to every citizen regardless of any individual characteristic which has the potential unfairly to affect a person’s opportunities in life, including those listed above.

2 EQUALITY COMMITMENTS

We are committed to:

- promoting equality of opportunity for all persons
- preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation
- fulfilling all our legal obligations under the equality legislation and associated codes of practice
- complying with our own equality & diversity policy and associated policies
- taking lawful affirmative or positive action where appropriate

3 COMPLAINTS

Members of the Council, its employees or the public who believe that they have suffered any form of discrimination, harassment or victimisation should raise the matter in accordance with our *Complaints Procedure*¹. All complaints of discrimination will be dealt with seriously, promptly and confidentially. Every effort will be made to ensure that anyone making a complaint will not be victimised. Any complaint of victimisation will be dealt with seriously, promptly and confidentially.

Approved: 28 October 2025

Review: Not later than October 2026

¹ Available from the Clerk or on our website