

# **Winteringham Parish Council**

Equality

**Policy Statement**

**Reviewed October 6<sup>th</sup> 2026 Min ref 2026 /015f**

## **Equal Opportunities Policy Statement**

Winteringham Parish Council is committed to Equal Opportunities. We therefore wholeheartedly accept our legal obligations under the Race Relations Act 1976 (as amended), Sex Discrimination Acts 1975 and 1986 (as amended), and Disability Discrimination Act 1995, (as amended) which make it generally unlawful to discriminate on the grounds of colour, race, nationality, ethnic or national origins, sex or marital status, and on the grounds of disability. We also undertake not to discriminate unfairly on the grounds of age, sexual orientation, trade union membership and activity, political and religious belief.

The Council will not tolerate less favourable treatment on grounds of: sex, race, colour, nationality, ethnic or national origin, disability, marital status, sexual orientation, responsibility for dependants, age, trade union or political activities, religion/beliefs, or any other reason which cannot be shown to be justified.

The Council seeks to provide a positive role model for the community.

To achieve these aims the Council will continue to:

- Recognise the varied needs, expectations and culture of local people and reflect these differences in the range, sensitivity and relevance of its services
- Recognise and challenge racism and other forms of discrimination
- Work in partnership with community groups and other agencies as appropriate to remove any barriers to fair and equal treatment which perpetuate disadvantage
- Promote tolerance and respect in the community
- Act promptly on any complaints about our employment practices and service delivery
- Ensure positive action is taken to enable the community to achieve their potential
- Apply equal opportunities principles to work undertaken for the Council by all external contractors and other organisations in receipt of Council funding.
- Ensure that all Council employees and customers are informed of the Council's Equal Opportunities policy
- Ensure that Members incorporate equal opportunities in the decisions they take.

The Council will challenge and overcome all forms of unlawful discrimination within its organisation. The overall responsibility for the effective implementation of the policy rests with the Clerk. However, the Council has a

responsibility for ensuring that equality is integrated, implemented and monitored.

***“Winteringham Parish Council  
IS COMMITTED TO EQUALITY OF OPPORTUNITY”***