

# COTTON PARISH COUNCIL

## EQUAL OPPORTUNITIES POLICY

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### Introduction

1. Cotton Parish Council is committed to creating and sustaining a positive and supportive working environment for our staff, and a positive Parish Council experience for our residents.
2. We aspire that staff are equally valued and respected, and residents are encouraged to contact and liaise with the Parish Council.
3. As a provider of employment and information, we value the diversity of our staff and residents.
4. We are committed to providing a fair, equitable and mutually supportive communication and working environment for our residents and staff.

### Commitment to equality and diversity

1. We believe that excellence will be achieved through recognising the value of every individual.
2. We aim to create an environment that respects the diversity of staff and residents, enabling them to achieve their full potential, contribute fully and derive maximum benefit and enjoyment from their involvement in the life of Cotton.
3. To this end, we acknowledge the following basic rights for all members and prospective members of our community:
  - to be treated with respect and dignity
  - to be treated fairly with regard to all procedures, assessments and choices
  - to be encouraged to reach one's full potential
4. These rights carry responsibilities and we require all members of our community to recognise these rights and act in accordance with them.
5. In addition, we will comply with all relevant legislation and good practice. No individual will be unjustly discriminated against. This includes, but is not limited to, discrimination because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation.