

8. EQUALITY

- 8.1. Mepal Parish Council is committed to playing its part in tackling discrimination and providing equality of opportunity for all; the purpose of this policy is to ensure that everyone who comes into contact with Mepal Parish Council is treated equally.
- 8.2. It is unlawful to discriminate against any individual(s) on the following grounds, as defined by Equalities legislation:
- Age
 - Disability
 - Gender reassignment
 - Pregnancy and maternity
 - Nationality
 - Race
 - Religion or belief
 - Sex
 - Sexual orientation
 - Marital status
 - Social class
- 8.3. Mepal Parish Council, its officers and councillors are opposed to all forms of unfair and unlawful discrimination and are committed to the promotion and delivery of equal opportunities in the work place and in our contacts and transactions with the public.
- 8.4. All employee's whether full time, part time, fixed contract, agency workers or temporary, will be treated fairly and equally. Selection for employment, promotion, training, remuneration or any other benefit will be on the basis of 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 Parish Council.
- 8.5. If you detect a possible instance of unlawful discrimination involving an officer or councillor report the matter at once to one (or more) on the list below:
- Clerk (unless the complaint is about the Clerk)
 - Chairman and Vice Chairman (or Vice Chairman alone if the complaint is about the Chairman; or the Chairman alone if the complaint is about the Vice Chairman)
 - Monitoring Officer, District Council
 - Police
- 8.6. The Chairman (or in his absence the Vice-Chairman) will determine the nature and sequence of the investigations relevant to each case and will take the lead throughout the process.
- 8.7. The matter raised may dealt with by being: - • investigated internally • referred to the Monitoring Officer at District Council • referred to the Police
- 8.8. Initial enquiries will be made to decide whether an investigation is appropriate and, if so, what form it should take. The person undertaking the preliminary enquiry will contact you to understand the complaint more fully and if appropriate undertake an investigation.

- 8.9. The Parish Council accepts that you need to be assured that the matter has been properly addressed. Subject to legal or contractual constraints, you will receive information about the outcomes of any preliminary enquiries and investigations.
- 8.10. The Parish Council will look into all reasonable concerns and hopes its enquiries and investigations will satisfy you. If you are not satisfied, and if you feel it is right to take the matter outside the Parish Council, the following are possible contact points:
 - Monitoring Officer, District Council
 - Police
 - “Public concern at work” <http://www.pcaw.org.uk> telephone number 0207 404 6609.
- 8.11. If you do take the matter outside the Parish Council, you need to ensure that you do not disclose confidential information.

Document History - EQUALITY		
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