

BROMHAM PARISH COUNCIL

EQUAL OPPORTUNITIES POLICY 2026-2027



The aim of this policy is to communicate the commitment of the Parish Council to the promotion of equality of opportunity in the organisation. It is the policy of the Parish Council to treat all volunteers, members and anyone who may work for it equally, irrespective of:

- Gender, including gender reassignment;
- Marital or civil partnership status;
- Having or not having dependants;
- Religious belief or political opinion;
- Race (including colour, nationality, ethnic or national origins);
- Disability;
- Sexual orientation;
- Age.

The Parish Council is opposed to all forms of unlawful and unfair discrimination. All members, volunteers and others who may work for the Parish Council will be treated fairly and will not be discriminated against on any of the above grounds.

The Equal Opportunities Policy will help all those who volunteer, members or anyone who may work for the Parish Council to develop their full potential and the talents and resources of the workforce will be utilised fully to maximise the efficiency of the organisation.

The Parish Council are committed to:

- Promoting equality of opportunity for all persons;
- Promoting a good and harmonious working environment in which all persons are treated with respect;
- Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation;
- Fulfilling all legal obligations under the equality legislation and associated codes of practice;
- Complying with the Equal Opportunities Policy and any associated policies.

Anyone who believes that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter through the Chairman or Parish Clerk of Bromham Parish Council. As such:

- Any complaint of discrimination will be dealt with seriously, promptly and confidentially.
- Any complaint of victimisation will be dealt with seriously, promptly and confidentially.

Adopted by:	PC Meeting
Date:	5 May 2026
Review Period:	Annually
File Link:	Administration\Policies and Procedures

