**NORTH TURTON PARISH COUNCIL**

**EQUAL OPPORTUNITIES POLICY**

Under the Equality Act 2010 it is unlawful to discriminate against an individual on the following grounds:

* Age
* Disability
* Gender reassignment
* Marriage and civil partnership
* Pregnancy and maternity
* Race
* Religion or belief
* Sex
* Sexual orientation

North Turton Parish Council is committed to promoting equal opportunities within the Parish.

The Council values diversity and encourages fairness and justice.

The Council wants equal chances for everyone in the Parish to work, learn and live free from discrimination and victimisation.

The Council will not tolerate discrimination within the organisation.

The Council will take an inclusive approach to providing access to our services and facilities, acknowledging that there may be some circumstances where there may be constraints.

The Council will strive to ensure that all employees are recruited on the basis of ability and other objective relevant criteria, and to ensure the recruitment process does not discriminate or discourage applications from any section of the community.

The Council will work to make all reasonable adjustments to the workplace to enable any member of staff with a disability to enjoy a satisfying and fulfilling working life.

2nd August 2021