

# Eckington Parish Council Equal Opportunities Code of Practice For Town and Parish Councils

We, the members of Eckington Parish Council, wish to adopt a Code of Practice to ensure that our services are delivered in a fair and non-discriminatory way to our employees, to the people of the Parish of Eckington and to ensure that people are treated on an equal basis.

In order to ensure this, we undertake to develop policy and good practice in the following areas:

- We will comply with all equal opportunities legislation, e.g. the Equal Pay Act 1970 (as amended), the Sex Discrimination Act 1975 (as amended), the Race Relations Act 1976 and the Disabled Persons Employment Acts, 1944 and 1958.
- We will ensure that we carry out fair and unbiased recruitment and selection procedures.
- We will ensure that all our public buildings, offices and service points are accessible to disabled people. We will hold all our public meetings at places that are accessible to disabled people.
- We seek to ensure that our workforce reflects the make-up of the community we serve. This can be done by monitoring the workforce to find out how many women, disabled people and members of minority communities we employ
- We will undertake any other measures which may be necessary to fulfill our obligations,