



# CAMBOURNE PARISH COUNCIL

District of South Cambridgeshire

## Community Facilities

### Equal Opportunities Policy

Cambourne Parish Council is striving towards the provision of equal opportunities in all areas of its work. The CPC is aware that certain sections of the community are disadvantaged through prejudice and discrimination whether it be on the grounds of race, gender, marital status, age, class, sexual orientation, disability, language, nationality, religion or culture. The Parish Council is determined to tackle such prejudice and discrimination and take positive action to develop equality of opportunity for all in its recruitment and employment practices and through the services it provides.

It is the key responsibility of the Parish Clerk to ensure the commitment to work for equal opportunities is part of the policies and strategies of the Community Facilities\*.

It is the key responsibility for the Parish Clerk to put this statement into practice with users of the Community Facilities.

It is the responsibility for employees, members of the Parish Council and or volunteers to deal with everyone with respect and consideration to help this statement to come alive.

It is essential that everyone involved in the Community Facilities play an active part in implementing his or her obligations under legislation and in the Policy Statement.

The purpose of this statement and the associated guidelines is to help Parish Council members, staff and volunteers to be clear about what Cambourne Parish Council policy is and the ways to carry this out.

This policy statement therefore aims to:

- (i) ensure that all those involved with the Community Facilities (whether Councillors, volunteers, or service users) are aware of the existence of this policy, its aims and objectives and their role in its implementation and development.
- (ii) ensure that all those involved with the organisation operate within both the letter and spirit of current legislation and in terms of the charity's Equal Opportunities Policy
- (iii) provide a tool for the monitoring and evaluation of the Community Facilities its services and employment practices in relation to equality of opportunity
- (iv) offer a framework within which the resource implications of effectively implementing equal opportunities policies can be monitored both in terms of employment practices and service delivery

\* Community Facilities refers to all buildings, sports facilities and play parks owned and operated by Cambourne Parish Council for community use.