



CITY OF ELY COUNCIL

EQUAL OPPORTUNITIES STATEMENT

The City of Ely Council welcomes the diversity of people who make up our society, irrespective of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

The City of Ely Council is dedicated to promoting equality of opportunity for all people. This would include all people seeking and using the City Council's services, employees or potential employees of the City Council, potential councillors and contractors used by the Council.

The City of Ely Council will endeavour to undertake these obligations by:-

- ◆ ensuring all services provided by this Council are accessible to all
- ◆ upon request to provide documents in large print format, where appropriate
- ◆ ensuring procedures for appointment of staff and councillor vacancies are carried out as stated in the Council's Standing Orders
- ◆ to regularly review all contracts
- ◆ appropriate training for all employees and councillors

The Policy will be implemented within the framework of the relevant legislation, which includes:-

- ◆ Equality Act 2010
- ◆ Equality Act 2006, Part 2
- ◆ Equal Pay Act 1970 amended 2004
- ◆ Rehabilitation of Offenders Act 1974
- ◆ Sex Discrimination Acts 1975 (Amendment) Regulations 2008
- ◆ Gender Recognition Act 2004
- ◆ Gender Equality Duty 2007 ◆ Gender Equality Pay 2007
- ◆ The Employment Equality (Sexual Orientation) Regulations 2003
- ◆ Race Relations (Amendment) Act 2000 ◆The Equality Act (Sexual Orientation) Regulations 2007
- ◆ Race Regulations 2007
- ◆ Disability Discrimination Act 2005
- ◆ Employment Equality (Religion or Belief) Regulations 2003
- ◆ The Protection from Harassment Act 1997
- ◆ Human Rights Act 1998
- ◆ European Law
- ◆ The Employment Equality (Age) Regulations 2006

The Council will review these procedures on a yearly basis or more frequently if matters of inequality are brought to the attention of the Council, to ensure they are adhering to the policy objectives.

Reviewed and approved 9th March 2020

Signed Cllr M Rouse - Chairman