

## **EQUAL OPPORTUNITIES POLICY STATEMENT**

Cottenham Parish Council is committed to Equality of Opportunity for all.

We therefore wholeheartedly accept our legal obligations under the Equality Act 2010, and other appropriate legislation and directives which make it generally unlawful to discriminate on the grounds of age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

Cottenham Parish Council is committed to implementing Equality of Opportunity in carrying out all its various functions.

We are committed to the development of effective policy, strategy and standards, and to the introduction of monitoring and information systems to review and evaluate progress towards the achievement of Equality of Opportunity.

Cottenham Parish Council also recognises that whilst much can be achieved through the development of policies, practices and procedures to eliminate unlawful and unfair discrimination, real progress towards Equality of Opportunity requires a programme of action which involves the commitment and participation of all staff.

Four specific objectives have been set:

1. To work further to improve accessibility to Parish Council operated facilities - including the Pavilion, Play Areas, Public Open Spaces, SkatePark and Village Hall
2. To promote broader participation in all Parish Council activities, including sponsored recreation and sporting activities at, for example, the Cottenham Festival
3. To provide a range of recreation and sports facilities and services to encourage broader participation
4. To co-operate with others to improve accessibility of key village facilities and services - including GPs, library, Post Office, schools and shops – and, especially by routes used by residents of sheltered housing and Almshouses.

Equal Opportunities require a genuine commitment to the policy from everyone.

**COTTENHAM PARISH COUNCIL  
IS COMMITTED TO EQUALITY OF OPPORTUNITY**

*Adopted November 2013 Revised June 2017; adopted 4<sup>th</sup> July 2017.*