



## 18d - EQUAL OPPORTUNITIES POLICY

### THE PARISH COUNCIL IS AN EQUAL OPPORTUNITIES EMPLOYER AND PROVIDER OF SERVICES.

#### 1. INTRODUCTION

1. The Parish Council recognises that the implementation of an effective Equal Opportunities policy is key to the provision of the first class services that it has committed to provide.
2. The Council has responsibilities as an employer, a service provider and a corporate body. Additionally, Council Members and officers have personal responsibilities as well as rights.
3. The Council will treat its Members, employees, partners and customers with dignity and respect, free from discrimination, victimisation and harassment.

#### 2. LEGAL POSITION

1. Under equality legislation it is not lawful to discriminate against an individual on the following grounds, known as 'protected characteristics':
  - Age
  - Disability
  - Gender reassignment
  - Marriage or civil partnership
  - Pregnancy and maternity
  - Race
  - Religion or Belief
  - Sex
  - Sexual Orientation
2. Section 149 of the 2010 Act also imposes a duty on Parish Councils to:
  - Take into account the need to eliminate discrimination and harassment, victimisation and any other conduct that is prohibited by the Act
  - Advance equality of opportunity and foster good relations between persons who share a relevant protected characteristic and persons who do not have it.

#### 3. POLICY OF THE PARISH COUNCIL

1. The Council confirms that it understands its obligations under the Equality Act 2010 and that it is fully committed to its s149 duty. The Council further confirms that it will not knowingly tolerate any form of discrimination of any of the protected characteristics.

#### 4. THE COUNCIL AS AN EMPLOYER

1. All Council employees will be treated fairly and equally. Selection for employment, promotion, training, remuneration or other benefit will be on the basis of ability and application. The Council will encourage employees to realise their full potential and thereby maximise the efficiency of the Council.
2. Breaches of this Equal Opportunities Policy will be regarded as misconduct and could result in disciplinary proceedings.

## **5. THE COUNCIL AS A SERVICE PROVIDER**

1. In receiving any of the Council's services clients and members of the public have the right to expect to be treated fairly and without discrimination. This policy confirms this will be so.

