EQUALITY AND DIVERSITY POLICY

Date Adopted	Minute Ref	Review Cycle
07/10/24	24/81	Bi-Annually

LEGAL POSITION

1 It is unlawful to discriminate against an individual on the following grounds:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

2 Under the Equality Act 2010 these are known as "protected characteristics".

PURPOSE

3 The purpose of this policy is to provide equal opportunities to all employees, irrespective of their characteristics (unless there are genuine occupational qualifications or objectively justified reasons for a different approach to be taken). The Parish Council is opposed to all forms of unlawful and unfair discrimination whether it be direct or indirect discrimination, victimisation or harassment on the grounds of any of the protected characteristics defined in the Equality Act 2010.

SCOPE

4 All employees whether full-time, part-time, fixed term contract, agency workers or temporary staff will be treated fairly and equally. Selection for benefit of any kind will be on the basis of aptitude and ability. Employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the council.

OUR COMMITMENT

5 Every employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated. This is further defined in the Dignity at Work policy adopted by the council.

6 The commitment to equal opportunities in the workplace is good management practice and makes sound business sense as it seeks to utilise the talents available from the local community, representing society as a whole.

7 Breaches of our equal opportunities policy will be regarded as serious misconduct and could lead to disciplinary proceedings.

8 Employees are entitled to complain about discrimination, harassment or victimisation through the council's Grievance Procedure.

9 This policy is fully supported by all Members of the council and adopts the model contract as devised by the employee professional body in the local government sector (the Society of Local Council Clerks).

10 The policy will be monitored and reviewed annually. Other Personnel policies will be reviewed against the values stated in this main Equal Opportunities policy to ensure that the council strives to remain an Equal Opportunities employer.

Approved and adopted on: 07/10/24
Review Date: *This policy will be reviewed bi-annually*.