

Wortwell Parish Council Equality & Diversity Policy

Adopted: February 2018
Reviewed: June 2023
Next Review Due: June 2025

Objective

This policy is intended to ensure that all members of the Council, its employees and the users of the Councils services will be treated with fairness and consistency, free from discrimination.

Policy

1.1 Obligations

Wortwell Parish Council recognises its obligation under the Equality Act (2010) to prevent direct and indirect discrimination in all areas of employment, service provision and delivery in respect of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation as far as is permitted by statute, rules and regulations.

1.2. Commitment to Equality

The Council aims to ensure that our services meet the varied needs and expectations of the local people and that everyone has equal access to all services regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation or any other individual characteristic which may limit a person's opportunity in life.

1.3. Wortwell Parish Council will endeavour to

- Eliminate discrimination, harassment and victimisation;
- Advance equality of opportunity between people who share a characteristic and with those who do not;
- Foster good relations between people who share a characteristic and those who do not.

1.4. In order to promote equality of access to services the Council will aim to ensure the following

- That services provided are in response to the needs of the whole community;
- Will monitor views and take into account customer views;
- That information on services is widely available to ensure maximum awareness of provisions;
- That in advertising and publicity the Council will be presented as an authority committed to promoting equality of access to employment and services;

- That staff will be consulted and their contribution valued in the information and promotion of equality of access to Council services;
- That staff will receive training and support in carrying out their duties in line with implemented equal opportunities policies.

2. Monitoring

The Parish Clerk will establish appropriate systems to monitor service delivery in accordance with the Equality Act 2010 to ensure that the Parish Council acts fairly and without discrimination.

3. Employment

The Council endeavours to afford equal treatment to all its employees and prospective employees. The aim of this policy is to ensure that no job applicant or employee receives less favourable treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation. Whilst the main responsibility for providing equal opportunity rests with the Council, individual employees also have responsibilities. The elimination of discriminatory practices depends upon the co-operation of all employees. In particular, employees should:

- Co-operate with measures introduced to make sure there is equality of opportunity and no discrimination
- Ensure that they do not discriminate against colleagues
- Draw the Parish Clerk's attention to discriminatory acts or practices
- Not victimise individuals on the grounds that they have made a complaint or provided information about discrimination
- Not harass, abuse, bully or intimidate employees

Breach of this policy will be considered a disciplinary matter, with resulting action ensuing.

4. General

4.1 Complaints: Complaints made under this policy should be referred to the Clerk as identified under the Council's Complaints Policy