



Eccleshall

Parish Council

EQUALITY AND DIVERSITY POLICY

Aim of the policy

Eccleshall Parish Council is committed to promoting equality and diversity in all areas of our work.

The overall aim of this policy is to:

- Eliminate unlawful discrimination.
- Ensure that we actively promote and treat individuals fairly, with dignity, respect and according to their individual needs.
- Promote equality of opportunity in all aspects of an individual's employment including their terms and conditions.
- Ensure that all potential employees can expect our recruitment processes to be free of all unreasonable barriers.
- Promote an environment free of harassment and bullying on any grounds in relation to staff, members, volunteers, contractors and members of the public.
- Promote equality of access and where possible make any reasonable adjustments.
- Promote positive action towards eliminating all forms of discrimination, both of a direct and indirect nature.
- To provide services that are equally accessible to all people, free from prejudice and discrimination and sensitive to the needs of all sections of the community.
- Integrate our values into our work.

Legislative Background

The law on equality has been consolidated into the Equality Act 2010 which took effect on October 2010.

The law prohibits discrimination on certain grounds. To discriminate against someone means to treat them less favourably, to harass or victimise them, or to subject them to a provision, criterion or practice which puts them at a disadvantage. This is unlawful if it is on certain grounds, known as 'protected characteristics'. These are:

- Age
- Race
- Religion or belief
- Sex
- Sexual orientation
- Gender reassignment
- Pregnancy and maternity
- Disability
- Marriage and Civil Partnership

Public Sector Equality Duty:

Section 149 of the 2010 Act, which came into force on 5 April 2011, imposes on public authorities (which as specified in Schedule 19 includes principal authorities, parish councils and parish meetings without a separate parish council and, in Wales, community councils) in the exercise of their functions, a duty to take into account:

- The need to eliminate discrimination and harassment, victimisation and any other conduct that is prohibited by or under the Act;
- To advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- To foster good relations between those who share protected characteristics and those who do not.

The protected characteristics of marriage and civil partnership are not covered by the provisions of Section 149.

Implementing the Policy

The Council will do its best to make the policy fully effective by:

- Actively promoting it.
- Regularly monitoring and reviewing job selection procedures and criteria and change them if they result in unfair discrimination.
- Making sure that all members, employees, job applicants, contractors and volunteers are aware of this policy.
- Taking appropriate action, using agreed procedures, if any employee or member breaches this policy.
- Providing training and guidance, to make sure that this policy and their legal responsibilities are understood.

Eccleshall Parish Council as an Employer

Eccleshall Parish Council is committed to providing equal opportunities in employment and demonstrating that it values the diversity of its workforce. To ensure that equality underpins all aspects of our employment policies, procedures and practices, it will:

- Not unfairly discriminate against any job applicant or employee and, when recruiting, only to consider factors which are relevant to someone's ability to perform the job well.
- Aim to create a workforce that is as diverse as the community it serves.
- Treat all employees and job applicants fairly in relation to all our employment policies and procedures and aim to meet any reasonable and appropriate additional needs they may have
- Value and respect the identities and cultures of its staff, including volunteers and freelancers etc.
- Do everything it can to work towards a workplace that is free from discrimination, bullying and harassment and act promptly on any complaints of discrimination, bullying, harassment or victimisation.
- Provide a safe working environment.

This policy will be reviewed annually to ensure it is in line with relevant legislation.

Adopted Date	March 2019
Review Period	3 years
Last Review Date	May 2024
Next Review Date	2027