

Upton Bishop Parish Council

Equality Policy

Policy statement

Upton Bishop Parish Council recognises its obligations under the Equality Act 2010 and the spirit and intent of the related Codes of Practice and legislation:

- To eliminate discrimination, harassment, victimisation and any other conduct prohibited under the Act
- To advance equality of opportunity between persons who share a protected characteristic and persons who do not share it
- To foster good relations between persons who share a relevant protected characteristic and persons who do not share it
 - The relevant protected characteristics are age, disability, gender reassignment, race, religion or belief, sex, and sexual orientation.

The purpose of this policy is to provide equality to all employees, Councillors and parishioners irrespective of their age, disability, gender reassignment, marriage and civil partnership, sex(gender), pregnancy and maternity, race (including colour, nationality, ethnic or national origins), religion or belief or sexual orientation. Upton Bishop Parish Council opposes all forms of unlawful and unfair discrimination.

Scope

- 1) This policy applies to all employees and Councillors of the Parish Council.
- 2) It is the responsibility of every employee and Councillor of the Parish Council to ensure that they do not discriminate in any way. All employees and Councillors have a duty to uphold equality principles. Any breach of this policy will be dealt with in accordance with Complaints Procedure.

Equality commitments

- 1) The Parish Council supports the principles and practices of the Equality Act 2010 and recognises that it is the duty of all Councillors and employees to accept their personal responsibility for fostering a fully integrated community at work by respecting and adhering to the principles of equality for all.
- 2) The Parish Council will actively promote equality throughout the organisation through the application of policies which will ensure that individuals receive treatment that is fair and equitable and consistent with their relevant aptitudes, potential, skills, experiences and abilities.
- 3) The Parish Council recognises that the disadvantage a disabled person endures because of their disability can, in many instances, be removed by the adoption of reasonable adjustments. The Council is committed to ensure that such adjustments will be implemented where reasonably practicable and where the disadvantage is substantial.
- 4) The Parish Council is committed to:
 - promoting equal opportunity for all persons
 - a good and harmonious environment in which all persons are treated with respect and valued
 - preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimization
 - fulfilling its legal obligations under the Equality Act 2010

Document control

Revision number	1.2	Written by	Parish Clerk
Last approved by the Parish Council	See Policies Index		
Date for next review	As per Administration Calendar		