

Upton Bishop Parish Council

Equal Opportunities 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 don't 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 equal opportunities to all employees, 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.

All employees of Upton Bishop Parish Council will be treated fairly and equally. Selection for employment, promotion, training, remuneration or any other benefit will be based on aptitude and ability. All employees will be helped and encouraged to develop their full potential and the talents to maximise the efficiency of the organisation.

Scope

- 1) This policy applies to all employees, volunteers, contractors and elected Members 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 equal opportunities principles. Any breach of this policy will be dealt with appropriately.

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 will ensure that individuals are recruited and selected, promoted and trained on objective criteria having regard to the relevant aptitudes, potential, skills, experiences and abilities. No applicant will be placed at a disadvantage by requirements or conditions which are not necessary to the performance of the job or which constitute indirect unfair discrimination.
- 4) The Parish Council recognises the problems that sexual or racial harassment may cause at work and is committed to ensure that such unacceptable behaviour does not take place. Sexual harassment includes (but is not limited to) unwanted physical contact, suggestive remarks or behaviour, compromising invitations, demands for sexual favours and similar unwanted behaviour. Racial harassment is similarly unwanted treatment but is concerned with derogatory treatment and language on racial grounds. All forms of harassment are abhorrent and will not be tolerated by the Parish Council. Sexual and racial harassment are regarded as unlawful discrimination and additionally may also be subject to criminal proceedings. All such cases will be dealt with under the appropriate Grievance and Disciplinary Procedure.
- 5) 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 affected where reasonably practicable and where the disadvantage is substantial.
- 6) The Parish Council will train, develop and promote on the basis of merit and ability only. When vacancies are advertised the Parish Council will continue to ensure that such advertising, both in placement and content, is compatible with the terms of this Policy. In practical terms this means that the wording of advertisements will be carefully scrutinised to ensure that any hidden discrimination is avoided or that sexually, racially or disability loaded wording is avoided.

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7) 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

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Last approved by the Parish Council	See Policies Index		
Date for next review	As per Administration Calendar		