



EQUALITY POLICY

Document prepared by: Siobhan Rumsby, Parish Clerk October 2019

Adopted by: Full Council at a meeting dated

Chairman signature.....

Clerk Signature.....

Next Review Date: May 2021

Equality Statement

Barton under Needwood Parish Council is committed to delivering an equal opportunities approach in the employment of its staff and the way in which services are provided for the public. The Council recognises its duties as an employer under the Equality Act 2010 ('the Act') and will meet those duties by complying with this policy. The Council's priority is to promote equal access to services and facilities and equal treatment for all employees and volunteers irrespective of their age, disability, illness, gender reassignment, pregnancy/maternity, civil partnership or marital status, race, religion or belief, sex or sexual orientation, all of which are protected characteristics under the Equality Act 2010.

Duties as an Employer

The Council recognises that an effective Equality Policy is integral to providing equality of opportunity and recruiting and keeping a productive workforce. All Councillors and employees will be made aware of their personal responsibility to follow and support this policy.

No employee or job applicant will receive unfair or unlawful treatment due to any of the protected characteristics of the Equality Act 2010 as outlined above. Employees and applicants have the right to complain about unfair discrimination. The Council will ensure that:

- Its recruitment procedure is equitable and fair so that the best people are appointed
- It will only consider job applicants based on their relevant experience, skills and abilities unless a specific qualification exists for specific posts
- That all employees receive fair and equal treatment in relation to their employment, regardless of whether they are full-time, part-time or employed on a temporary or casual basis.
- That equal consideration is given to employee's needs and have flexible and responsive employment opportunities to tackle those needs
- Encourage and support employees to reach their full potential with Council resources
- Take appropriate action against incidents of harassment, bullying or discrimination and offer support to victims or witnesses to such incidents

Responsibilities

Whilst full Council will have responsibility for implementation and review of this policy, employees and individual Councillors must each have a responsibility to:

- Co-operate with measures introduced to ensure equal opportunity
- Report any incidents in breach of this policy
- not harass, bully, abuse or intimate others on account of any of the protected characteristics as outline in the Act.
- Not pressurise job applicants in an attempt to discourage them for applying for or taking up a post within the Council employment.

Duties as a service provider and a Local Authority

The Council recognises its duties in carrying out its functions as a local authority under Section 149 of the Act and will ensure equal opportunity in the provision of services and access to its facilities. The Council will achieve this by:

- eliminating discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act
- advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- fostering good relationships between persons who share a relevant protected characteristic and persons who do not share it in accordance with the Act.
- providing training for Councillors and employees to ensure they understand the diverse needs of the community and what their responsibilities are in delivering equality in service provision
- delivering services which are accessible and relevant to the needs of the community.
- providing clear information about our services and facilities in an accessible format

Breaches of Policy

Any Breach of this Policy will be dealt with through appropriate disciplinary procedure. Serious offences such as harassment or victimisation will be treated as gross misconduct.

Monitoring of Policy

The Council's HR Committee will have responsibility for the implementation and monitoring of this policy as it applies to the Council as an employer involving staff as appropriate in the monitoring process.

Complaints

Anyone who has a concern regarding the application of this policy should make approaches in accordance with the Council's complaints procedure or in the case of staff through its grievance procedure.