

ASHURST PARISH COUNCIL

EQUALITY POLICY

POLICY STATEMENT

Ashurst Parish Council is committed to the values of equality and diversity, and in pursuing an equal opportunities approach in the employment of its staff and in every aspect of Council activity. The Council recognises its statutory duties under legislation in terms of service provision and employment and is committed to meet them by complying with this policy.

LEGAL POSITION

It is unlawful to discriminate against an individual on the following grounds (known as 'protected characteristics' under the Equality Act 2010):

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

In addition, the Council will not discriminate on the grounds of:

- Ethnic or national origin
- Political views and/or trade union membership
- HIV/AIDS status or other chronic illnesses
- Personal family circumstances
- Socio-economic status

These lists are not intended to be exhaustive but reflect the intention of this policy.

PURPOSE

The purpose of this policy is to provide equal opportunities to all employees, irrespective of their characteristics (unless there are genuine occupational qualifications or objectively justified reasons for a different approach to be taken) and an equality of opportunity in the provision of services from Parish Council facilities. The Council opposes all forms of unlawful and unfair discrimination, whether it be direct or indirect discrimination, victimization or harassment on the grounds of any of the listed characteristics.

EQUALITY OF OPPORTUNITY IN EMPLOYMENT

All employees will be treated equally and fairly. Selection for employment, promotion, training, remuneration, and any other benefit will be based on aptitude and ability.

Breaches of the Parish Council's Equal Opportunities Policy will be regarded as serious misconduct and could lead to disciplinary proceedings. Employees are entitled to complain about discrimination, harassment or victimization through the Council's grievance procedure.

EQUALITY OF OPPORTUNITY IN SERVICE DELIVERY

Ashurst Parish Council is committed to equality of opportunity in the provision of services and access to its facilities. The Council will deliver accessible, relevant and high-quality services.

COMMITMENT TO THE POLICY

The council on approving this Equality of Opportunity Policy takes responsibility for monitoring, implementation and reviewing its effectiveness. The Council will display the Policy on its website and will highlight in recruitment and official documentation.

REVIEW

The Policy will be reviewed by the Council every two years to ensure it remains useful, progressive, and reflective of the UK legislation.

Any recommended changes to the policy should be approved by the Council. The revised policy will be thereafter communicated to councillors and staff directly and electors and contractors via the website.

DATE OF ADOPTION: September 2017

REVIEW DUE: April 2019