

KING'S STANLEY PARISH COUNCIL

EQUALITY POLICY

1. LEGAL POSITION

It is unlawful to discriminate against an individual on the following grounds:

- **age**
- **disability**
- **gender, including gender reassignment**
- **marriage and civil partnership**
- **pregnancy and maternity**
- **race**
- **religion or belief**
- **sexual orientation**

Under the Equality Act 2010 these are known as “protected characteristics”.

2. 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). The Parish 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 protected characteristics defined in the Equality Act 2010, (see NALC Legal Topic Note 78).

3. SCOPE

All employees whether full-time, part-time, fixed term contract, agency workers or temporary staff, will be treated fairly and equally. Selection for employment, promotion, training, remuneration or any other benefit will be on the basis of aptitude and ability. All employees will be encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the council.

The Equality Policy also extends to include the Parish Council's elected members and volunteers.

4. THE PARISH COUNCIL'S COMMITMENT

Every employee is entitled to a working environment that promotes dignity and respect to all. Any form of intimidation, bullying or harassment will not be tolerated.

The commitment to equal opportunities in the workplace is good management practice and makes sound business sense as it seeks to utilise the talents available from the local community, representing Society as a whole.

Breaches of this Equality 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 Parish Council's Grievance procedure.

This Equality Policy is fully supported by all Members of the council and adopts the model contract as devised by the employee professional body in the local government sector (the Society of Local Council Clerks) and Members' professional body (NALC).

The policy will be monitored and reviewed bi-annually. Other Personnel policies will be reviewed against the values stated in this main Equality Policy to ensure that the Parish Council strives to remain an Equal Opportunities employer.

Policy reviewed: May 2019

To be reviewed: May 2021