

Greatham Parish Council

Equality & Diversity Policy

Adopted: 1st October 2018

Review due: October 2020

Greatham Parish Council “the Council”), under the Equality Act 2010, recognises the need to ensure that it complies with all legal responsibilities concerning equal opportunity and diversity. This policy applies to our Officers, our Councillors and all members of the public in their dealings with the Council.

The Council is opposed to all forms of unlawful and unfair discrimination and expects that all people will be treated fairly.

Purpose of the Equality & Diversity Policy

The policy’s purpose is to:

- provide equality, fairness and respect for all in our employment, or who gain access to our facilities and services
- to not unlawfully discriminate on the protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, gender and sexual orientation
- to oppose and avoid all forms of unlawful discrimination relating to terms and conditions of employment
- to promote dignity, equality and diversity and aiming to prevent bias or discrimination that may prevent individuals from fully engaging with the community
- to ensure that the Council does not discriminate against a Councillor whilst they are carrying out their official duties or by providing access to facilities such as training

Equality & Diversity Commitments

- To comply with all legislation relating to equality and diversity
- To comply with this policy and any associated policies
- To provide a working environment for employees where they are treated with dignity and respect
- To prevent any occurrences of direct or indirect discrimination, harassment or victimisation
- To ensure that any recruitment process for employees is based on ability, merit and objective criteria

Responsibilities

It is the responsibility of the Clerk to implement this policy by ensuring that all new Councillors are given a copy of this policy as soon as possible after election and that the policy is available to Councillors or members of the public on the Council website and as part of the Model Publication Scheme.

The Council is responsible for monitoring the use of this policy and all staff and Councillors have a duty to act within the purposes and commitments of this policy.

Dealing with issues of discrimination/harrassment

Where a Councillor, an Officer or a member of the public feels that they have suffered any discrimination they can raise this with either the Clerk, the Chairman of the Council or the Chairman of the Staffing Committee as appropriate.

The Council will also not tolerate any discrimination or harassment shown by third parties towards its Councillors and Officers and will take appropriate action to prevent any future occurrence.