

Draycott and Church Wilne Parish Council Equality, Equal Opportunities and Diversity Policy

1) Introduction

Draycott and Church Wilne Parish Council is an equal opportunities employer. We are committed to equality of opportunity and to providing a service and following practices which are free from unfair and unlawful discrimination. The aim of this policy is to ensure that no applicant, member of staff or member of the public receives less favourable treatment on the grounds any protected characteristics defined within the Equality Act 2010 which are.

- a) age,
- b) disability
- c) gender reassignment
- d) marriage or civil partnership status
- e) pregnancy and maternity
- f) race
- g) religion or belief
- h) sex
- i) sexual orientation

or is disadvantaged by conditions or requirements which cannot be shown to be relevant to performance. It seeks also to ensure that no person is victimised or subjected to any form of bullying or harassment.

- j) Employees, workers, or self-employed contractors whether part time, full time or temporary and councillors will be treated fairly and with respect. Selection for employment, training, or any other benefit will be based on aptitude and ability. All employees will be helped and encouraged to develop their full potential to maximise the efficiency of the Council.
- k) Equality of opportunity, valuing diversity and compliance with the law is to the benefit of all. Everyone has a responsibility to treat others with dignity and respect. The commitment of everyone to this policy and application of its principles are essential to eliminate discrimination and promote equality throughout the Parish.

2) Our Commitments as an Employer

- a) To create an environment in which individual differences and the contributions of all are recognised and valued.
- b) Every employee, councillor or contractor is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- c) Training, development and progression opportunities are available to all on the council.

3) Our Commitments as a Service Provider

- a) We aim to provide equal access to all Parish Council land and buildings.
- b) We will strive to meet the needs of all residents in as equitable manner as possible.
- c) This policy is fully supported by all councillors and the clerk to the council.
- d) This policy will be monitored and reviewed annually.
- e) We have clear procedures that enable our clients, candidates for jobs and employees to raise a grievance or make a complaint if they feel they have been unfairly treated.
- f) Breaches of our equality and diversity policy will be regarded as misconduct and could lead to disciplinary proceedings.

4) Equal Opportunity Policy Statements

AGE

We will:

- Ensure that people of all ages are treated with respect and dignity; and
- Challenge discriminatory assumptions about younger and older people.

DISABILITY

We will:

- Provide any reasonable adjustments to ensure disabled people have access to our services and employment opportunities; and
- Challenge discriminatory assumptions about disabled people; and
- Where required seek to provide access to information by ensuring availability of: Braille facilities and alternative formatting.

RACE

We will:

- Challenge racism wherever it occurs; and
- Respond swiftly and sensitively to racists incidents; and
- Actively promote race equality in the Parish Council.

GENDER

We will:

- Challenge discriminatory assumptions around gender and gender reassignment; and
- Provide support to prevent discrimination against transsexual people who have or who are about to undergo gender reassignment.

SEX

We will:

- Challenge all forms of discrimination on the grounds of Sex (Male, Female, Intersex or groups of people like men or boys, or women or girls)

SEXUAL ORIENTATION

We will:

- Challenge all forms of discrimination on the grounds of sexual orientation.

RELIGION OR BELIEF

We will:

- Respect people's beliefs where the expression of those beliefs does not impinge on the legitimate rights of others.

PREGNANCY OR MATERNITY

We will:

- Challenge discriminatory assumptions about pregnancy or maternity; and
- Ensure that people are treated with respect and dignity and that a positive image is promoted regardless of pregnancy or maternity; and
- Ensure that no action or policy places an individual at a disadvantage.

MARRIAGE OR CIVIL PARTNERSHIP

We will:

- Challenge discriminatory assumptions about marriage or civil partnership; and
- Ensure that people are treated with respect and dignity and that no individual is disadvantaged as a result of their marital status; and
- Ensure that no individual is disadvantaged.

EX-OFFENDERS

We will:

- Prevent discrimination against employees regardless of their spent conviction unless listing on a named register prevents employment

EQUAL PAY

We will:

- Ensure that all employees, male or female, have the right to the same contractual pay and benefits for carrying out the same work, work rated as equivalent work or work of equal value.