

EQUALITY POLICY

1. Purpose

The purpose of this policy is to provide equality to all employees, irrespective of their gender, race, ethnic origin, marital status, sexual orientation, gender reassignment, disability, age, religion or belief, age, pregnancy and maternity or social class. The Parish Council opposes all forms of unlawful and unfair discrimination.

All employees of Broughton Astley Parish Council whether full-time, part-time, fixed contract, agency workers or temporary, 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 helped and encouraged to develop their full potential and the talents to maximise the efficiency of the organisation.

2. Statement on Equality

The Council recognises its obligations under the Equality Act 2010 and the spirit and intent of the related Codes of Practice:

- for the elimination of discrimination on grounds of gender, race, ethnic origin marital status, sexual orientation, gender reassignment, disability, age, religion or belief, age, pregnancy and maternity or social class and the promotion of equality of opportunity in employment; and in access to services

3. Commitment to Policy

The Parish Council supports the principles and practices of the Equality Act 2010 and recognises that it is the duty of all Councillors and employees to accept their personal responsibility for fostering a fully integrated community at work by respecting and adhering to the principles of equality for all.

The Parish Council will actively promote equality throughout the organisation through the application of policies which will ensure that individuals receive treatment that is fair and equitable and consistent with their relevant aptitudes, potential, skills, experiences and abilities. The Parish Manager will seek to ensure that all employees comply with these principles via the provision of training and monitoring of activities.

The Parish Council will ensure that individuals are recruited and selected, promoted and trained in objective criteria having regard to the relevant aptitudes, potential, skills, experiences and abilities. In particular, no applicant will be placed at a disadvantage by requirements or conditions which are not necessary to the performance of the job or which constitute indirect unfair discrimination. Reasonable adjustments will be taken to ensure that indirect discrimination does not apply to anyone in a detrimental position and such reasonable adjustments remove the detriment.

4. Training and Advertising

The Parish Council will train, develop and promote on the basis of merit and ability only. When vacancies are advertised the Parish Council will continue to ensure that such advertising, both in placement and content, is compatible with the terms of this Policy. To this end, opportunities will be taken through language, images or declarations, as appropriate, to show that the Parish Council is committed to Equality as an employer.

In practical terms this means that the wording of advertisements will be carefully scrutinised to ensure that any hidden direct or indirect discrimination is avoided. Every effort will be made to ensure that the advertisements are placed in newspapers and publications so that as wide a readership as possible has access to the vacancies.

5. Communication

The principles in this Policy will be brought to the attention of all Councillors and staff. All Councillors and employees are encouraged to bring to the attention of the Parish Manager any act of discrimination they observe.

Councillors and employees who have a disability are encouraged to bring this to the attention of the Parish Manager to enable a review of their treatment to be made. This review will include an assessment of physical features and arrangements to ensure that these do not place the disabled person at a substantial disadvantage. Where they do, then adjustments will be affected where reasonable to do so.

6. Harassment

The Parish Council recognises the problems that all forms of harassment and intimidation may cause at work and is committed to ensure that such unacceptable behaviour does not take place.

Harassment is improper and inappropriate behaviour which lowers morale and interferes with the effectiveness of people at work. It is the policy of this organisation to make every effort to provide an environment free from harassment and intimidation.

All Councillors and employees are expected to comply with the policy and to ensure that such conduct does not occur. Appropriate disciplinary action including summary dismissal for serious offences will be taken against any employee who violates this policy.