

WHATLINGTON PARISH COUNCIL **EQUALITY POLICY**

Under the Equality Act 2010 the “protected characteristics” are

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

The purpose of this policy is to provide equal opportunities to all employees and volunteers irrespective of their gender, race, ethnic origin, disability, age, nationality, national origin, sexual orientation, religion, marital status or social class. We oppose all forms of unlawful and unfair discrimination.

All employees or volunteers 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 and volunteers will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

OUR COMMITMENT

- Every employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- The commitment to equal opportunities in the workplace is good management practice and makes sound business sense
- Breaches of our Equality policy will be regarded as misconduct and could lead to disciplinary proceedings
- This policy is fully supported by all levels of management from the top and has been agreed with employers (National Association of Local Councils) and employees (Society of Local Council Clerks) representative bodies and trade unions.
- The policy will be monitored and reviewed bi-annually

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THE LAW

The policy will be implemented within the framework of the relevant legislation, which includes:

- Disability Discrimination Act 2010
- Equal Pay Act 2014
- Equality Act 2020
- Gender Recognition Act 2004
- Race Relations Act 2010
- Rehabilitation of Offenders Act 2023
- Sex Discrimination Act 2010