

## Purpose of this policy

Farnsfield Parish Council recognises its responsibilities under the Equality Act 2010 to legally protect people from discrimination in the workplace and in wider society. As a public body we should set and publish equality objectives, at least every four years.

The purpose of this document is to give an overview of our responsibilities and to detail our objectives in relation to equality. All councillors and employees are asked to read, understand and apply the policy.

## Overview of the Equality Act 2010

The Act replaces previous anti-discrimination laws including the Sex Discrimination Act 1975, the Race Relations Act 1976 and the Disability Discrimination Act 1995 with a single act and makes it unlawful to discriminate against anyone because of these 'protected characteristics'

- age
- gender reassignment
- being married or in a civil partnership
- being pregnant or on maternity leave
- disability
- race including colour, nationality, ethnic or national origin
- religion or belief
- sex
- sexual orientation.

This protection applies, for example, at work, as a consumer and when using public services and applies to those associated with someone who has a protected characteristic, for example a family member or friend or if you've complained about discrimination or supported someone else's claim.

Additionally, the Act (section 149) embodies the public sector equality duty which places a responsibility on public bodies to consider all individuals when carrying out their day-to-day work, that is in shaping policy, in delivering services and in relation to their own employees.

The Act also requires that public bodies have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations between different people when carrying out their activities. The Equality Act states that compliance with the duties in Section 149 may involve treating some persons more favourably than others; but that is not to be taken as permitting conduct that would otherwise be prohibited by or under the Act.

## Our equality objectives

- We will review this policy and our objectives at least every four years.
- We are committed to promoting equality and diversity in all we do and to follow legal, fair and inclusive employment practices. For example, we will not ask job applicants if they are married or have children or plan to have children. We will only ask about health or [disability](#) if there are necessary requirements of the job that cannot be met with [reasonable adjustments](#) or to finding out if someone needs help to take part in an interview. We can make health or disability enquiries after a job offer is made or make a job offer conditional on making health or disability enquiries to ascertain if someone's health or disability would prevent them from doing the job.
- We will consider the equality duty and think about people's different needs in relation to their protected characteristics and how these needs can be met when making policy, when making decisions and when procuring goods and services. For example, we will take account of disabled people's needs when making decisions about policies or services.
- We will try to remove barriers to our services whenever possible and encourage those who share a relevant protected characteristic to participate in public life and activities.