

Avenbury Parish Council Equal Opportunities Policy

1. Introduction

- The Parish Council is committed to providing and promoting equal opportunities, eliminating discrimination, and encouraging diversity within the community.
- The Parish Council aims to foster a culture that respects and values individual differences, promoting dignity, equality, and diversity.
- An up-to-date copy of this policy shall be maintained on the Parish Council's website.

2. Purpose

- The Parish Council recognises that upholding equality is of primary importance.
- This policy is designed to support Councillors and employees in developing effective policies that positively impact the local community, while ensuring compliance with the Equality Act 2010.

3. Scope

- This policy applies to all employees, volunteers, contractors, and elected members of the Parish Council.
- It is the responsibility of all employees and Councillors to ensure they do not engage in discriminatory behaviour.
- All employees and Councillors are expected to uphold the principles of equal opportunities. Any breach of this policy will be addressed appropriately.

4. Equality Act 2010

- The Equality Act 2010 applies to public bodies and organisations carrying out public functions. It supports good decision-making by ensuring public bodies consider how different people are affected by their activities, policies, and services.

The Equality Act 2010 places a Public Sector Equality Duty on the Parish Council to:

- Eliminate discrimination, harassment, victimisation, and any other conduct prohibited under the Act.
- Advance equality of opportunity between those who share a protected characteristic and those who do not.

- Foster good relations between individuals who share a protected characteristic and those who do not.

No individual will be discriminated against. This includes, but is not limited to the following characteristics (known as protected characteristics under the Act)

Protected characteristics under the Equality Act 2010 include:

- Age
- Disability
- Gender
- Marital status and civil partnerships
- Pregnancy and maternity
- Race
- Religion and beliefs
- Sexual orientation
- Ethnic origin
- Nationality

Equality Commitments

The Parish Council supports the principles and practices of the Equality Act 2010 and recognises the responsibility of all Councillors and employees to foster an inclusive community. This includes respecting and adhering to the principles of equality for all.

The Council will actively promote equality through the implementation of policies that ensure fair and consistent treatment based on individuals' aptitudes, potential, skills, experience, and abilities.

- Promoting equal opportunities for all individuals.
- Creating a harmonious environment where everyone is treated with respect and valued.
- Preventing unlawful discrimination, harassment, and victimisation.
- Fulfilling its legal obligations under the Equality Act 2010.

Policy Review

The Parish Council will review this policy as necessary and appropriate, and at a minimum, on an annual basis.

Signed:

Dated: