

## **Awbridge Parish Council**

### **Equalities Policy**

#### **Contextual information**

Awbridge is a small parish council. It has one employee. It has no interest in any land or buildings. The annual precept is less than £9,000. Its services provision is limited. The scope of this policy is designed to reflect this.

#### **Background**

The Equality Act 2010 makes it is unlawful to discriminate against an individual on the following grounds:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

These are known as “protected characteristics” under Part 2, Chapter 1 of the 2010 Act.

Schedule 19 and Section 149 of the 2010 Act imposes a duty on Parish Councils to consider:

- The need to eliminate discrimination and harassment, victimisation and any other conduct that is prohibited by or under the Act;
- To advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- To foster good relations between those who share protected characteristics and those who do not.

#### **Overarching Commitment**

Awbridge Parish Council opposes all forms of unfair discrimination, victimisation or harassment. It understands its legal and social responsibilities as a public authority, as an employer and as a provider of facilities and services. The Council is committed to providing the highest quality of service to the community it serves and it understands that a clear and effective equality policy provides a firm foundation from which to achieve this goal. The Council is fully committed to meeting the duties imposed upon it by the Equality Act 2010

The Council will encourage and develop all employees to support and carry out the requirements of the Equality Policy. Breaches of the Equality Policy will be regarded as misconduct, which could lead to disciplinary proceedings.

#### **Commitment to employees**

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.

All employees, 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 based on aptitude and ability. All employees 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 Council.

**Commitment to the community**

The Council will ensure that every member of the community it serves shall have equality of access to the services and facilities that it provides. All policies of the Council will be designed to support these aims and to foster a fully integrated community.

**Commitment to partners and suppliers.**

Awbridge Parish Council will treat partners and suppliers with dignity and respect, free from discrimination, victimisation and harassment.

**Review of this policy**

Adherence to the principles and practices contained within this policy will be monitored on an annual basis.