



## **Wickersley Parish Council**

### **Equal Opportunities Policy**

#### **Legal Position**

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

Under the Equality Act 2010 these are known as “protected characteristics”.

#### **Purpose**

The purpose of this policy is to provide equal opportunities to all employees, Councillors and in matters involved with carrying out duties as an employee or Councillor, irrespective of their characteristics (unless there are genuine occupational qualifications or objectively justified reasons for a different approach to be taken). We oppose all forms of unlawful and unfair discrimination whether it be direct or indirect discrimination, victimization, or harassment on the grounds of any of the protected characteristics defined in the Equality Act 2010.

#### **Scope**

All employees whether full-time, part-time, fixed term contract, agency workers or temporary staff and Councillors, 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 Councillors will be helped and encouraged to develop their full potential and the talents and resources of the workforce and Councillors will be fully utilised to maximise the efficiency of the council.



## **Our Commitment**

Every employee and Councillor are 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 as it seeks to utilise the talents available from the local community, representing Society as a whole. Breaches of our equal opportunities policy will be regarded as serious misconduct and could lead to disciplinary proceedings. Employees are entitled to complain about discrimination or harassment or victimization through the council's Grievance procedure. This policy is fully supported by all Members of the council and adopts the model contract as devised by the employee professional body in the local government sector (the Society of Local Council Clerks).

The policy will be monitored and reviewed annually. Other Personnel policies will be reviewed against the values stated in this main Equal Opportunities policy to ensure that the council strives to remain an Equal Opportunities employer.

Adopted July 2021.

**RESOLVED** by Human Resources Committee recommendation for approval to Full Council 12<sup>th</sup> May 2021.

Ratified by Full Council 19.07.2021

In addition, the following paragraph to be placed on the website in a prominent position.

Wickersley Parish council strongly advocate that their Councillors and Staff at all times adhere to the highest standards of behaviour in line with the Councillor's Code of Conduct and staffing policies of the Council. Furthermore, the Parish Council opposes all forms of unlawful and unfair discrimination whether it be direct or indirect discrimination, victimization harassment on the grounds of the protected characteristics defined in the Equality Act 2010.