

Bradwell with Pattiswick Parish Council

Equality & Diversity Policy

Issue date	March 2025
Author	Parish Clerk & Responsible Finance Officer
Reviewed by	Parish Council
Approved	
Minute	
Next Review Date	May 2027

Contents

1. INTRODUCTION.....	3
2. LEGAL POSITION	3
3. STATEMENT OF POLICY	3
4. THE PARISH COUNCIL’S COMMITMENT	4
5. THE PARISH COUNCIL’S COMMITMENT & SERVICE DELIVERY.....	4
6. GRIEVANCES	4

1. INTRODUCTION

Bradwell with Pattiswick Parish Council acknowledges its responsibilities under the Equality Act 2010 and the obligations of the Public Sector Equality Duty in Section 149. The Council is fully committed to recognising and embracing diversity in the local community and pursuing an equal opportunities approach in the employment of its staff and the way in which services are provided for the public.

2. LEGAL POSITION

Under the Equality Act 2010 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” in section 4 of the 2010 Act. Section 149 of the 2010 Act imposes a Duty on Parish Councils to take into account:

- 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.

3. STATEMENT OF POLICY

The Parish Council:

- understands its obligations under the Equality Act 2010
- is fully committed to its duty, imposed by Section 149 of the 2010 Act
- is committed to the principle of equal opportunities and declares its opposition to any form of less favourable treatment, whether through direct or indirect discrimination, on the grounds of the protected characteristics as specified in the Equality Act 2010

- is an Equal Opportunities employer, provider of services and contractor. It is committed to the promotion, maintenance and protection of the rights of individuals. The Council is committed to making full use of the talents and resources of its employees. The Council will ensure that all recipients of the services delivered directly by the Council is guaranteed the same opportunity. All policies of the Council will be designed to support these principles

4. THE PARISH COUNCIL'S COMMITMENT

The Parish Council as an employer Equal opportunities will be provided to all employees or prospective employees, irrespective of their characteristics. 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 on the basis of aptitude and ability. Careful consideration will be given to the drafting of job adverts and job descriptions to make sure that they are not discriminatory. An equality data monitoring form will be issued with all job application packs and the results reviewed to assess the effectiveness of the implementation of this policy. Consideration will be given, if necessary, to adjusting this policy to afford greater equality of opportunities to all applicants and staff. 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. 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. Breaches of this Equal Opportunities Policy will be regarded as misconduct and could lead to disciplinary proceedings

5. THE PARISH COUNCIL'S COMMITMENT & SERVICE DELIVERY

All persons have the right to expect fair and non-discriminatory treatment whilst participating in or receiving any of the Council's services or activities. All aspects of the Council's Equal Opportunities Policy impact on the manner in which it directly delivers services to and for its residents. The above requirements apply to all services and activities of the Council. In exercising its functions and delivering services, the Council will have due regard to the three aims of the Equality Duty and it will take a proportionate approach when complying with it.

6. GRIEVANCES

If you consider that you may have been unlawfully discriminated against, you should use the council's grievance procedure to make a complaint. If your complaint involves bullying or harassment, the grievance procedure is modified as set out in the dignity at work policy.

The council will take any complaint seriously and will seek to resolve any grievance that it upholds. You will not be penalised for raising a grievance, even if your grievance is not upheld, unless your complaint is both untrue and made in bad faith or is vexatious.