



## Winsley Parish Council

### EQUAL OPPORTUNITIES POLICY

#### 1. Introduction

Winsley Parish Council is committed to providing and promoting equal opportunities. The Parish Council aims to create a culture that respects and values each other's differences and which promotes dignity, equality and diversity. This policy applies to all employees and councillors of Winsley Parish Council.

#### 2. Equality Act 2010

The Equality Act 2010 applies to public bodies and others carrying out public functions. It supports good decision-making by ensuring public bodies consider how different people will be affected by the activities, policies and services provided.

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

- Eliminate discrimination, harassment, victimisation and any other conduct prohibited under the Act.
- Advance equality of opportunity between persons who share a protected characteristic and persons who don't share it.
- Foster good relations between persons who share a relevant protected characteristic and persons who don't share it.

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

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

#### 3. Equality Commitments

Winsley Parish Council supports the principles and practices of the Equality Act 2010 and recognises that it is the duty of all councillors and employees to accept their personal responsibility for fostering a fully integrated community by respecting and adhering to the principles of equality for all.

Winsley Parish Council will actively promote equality throughout the organisation through the application of policies which will ensure that individuals receive treatment that is fair and equitable and consistent with their relevant aptitudes, potential, skills, experiences and abilities.

Winsley Parish Council is committed to:

- Promoting equality opportunity for all persons.
- Promoting a good and harmonious environment in which all persons are treated with respect and valued.
- Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation.
- Fulfilling its legal obligations under the Equality Act 2010.

#### **4. Employees**

All employees 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 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.

#### **5. Breach of this Policy**

Any breach of this policy will be regarded as serious misconduct and could lead to disciplinary proceedings. Employees are entitled to complain about discrimination, harassment or victimisation through the council's Grievance Procedure.

#### **6. Availability and Review**

This policy is available on Winsley Parish Council's website and in hard copy by request to the Clerk. The policy will be monitored and reviewed as required and at least once every three years. The policy may be amended at any time with the approval of the Parish Council.

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#### *Policy history*

<b>Description</b>	<b>Date</b>	<b>Minute Number</b>
Adopted	7 February 2017	97
Last Reviewed	5 November 2019	101.2