



DOWNTON PARISH COUNCIL

EQUALITY & DIVERSITY POLICY

A Policy on Downton Parish Council's compliance with The Equality Act 2010 and understanding its legal and social responsibilities as a public authority, as an employer, and as a provider of facilities and services.

This Policy was approved and adopted by a Meeting of the Council held on 10 June 2024.

Signed: Melanie Camilleri
(Proper Officer and Responsible Financial Officer)

Signed: Cllr Jane Brentor (Chair)

Date: 10 June 2024

EQUALITY & DIVERSITY POLICY

Background

The Equality Act 2010 makes it 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 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.

Downton Parish Council: -

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

Downton Parish Council will treat partners, suppliers, and volunteers 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.