

Ulcombe Parish Council Equality Policy

As a public sector body, Ulcombe Parish Council acknowledges that the provision and delivery of its functions and policies must meet the requirements specified by the Equality Act 2010, and that of any previous applicable legislation, to eliminate discrimination and harassment, victimisation and any other conduct prohibited by or under the Act.

The parish council will consult with stakeholders, where appropriate, when formulating its policies and practices and will assess any impact on equality. The council will take this into account when reviews are carried out and will act, to the best of its ability, to ensure that the needs of any affected groups are subsequently met.

In its role of meeting the needs of the community and as an employer, Ulcombe Parish Council will not unlawfully discriminate on the basis of the following protected characteristics (as defined by the Equality Act 2010): age, disability, gender reassignment, marriage and civil partnership, sex (gender), pregnancy and maternity, race, religion or belief, sexual orientation.

Ulcombe Parish Council understands what constitutes direct and indirect discrimination, harassment and victimisation as defined by the Equality Act 2010. As an ongoing process, the council will, where necessary, consider what action it should take to eliminate unlawful discrimination. Any significant equality issues raised in relation to its core business will be identified and appropriate action taken accordingly.

Ulcombe Parish Council embraces the provisions of the Equality Act 2010 to promote equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it and to foster good relations between the same. Indeed an employer can treat a person with a protected characteristic more favourably for recruitment or promotion, provided certain conditions are met as defined in the Equality Act 2010.

Ulcombe Parish Council recognises its responsibilities as an employer under the terms of the Equality Act 2010. All employees will be treated fairly, equally (but with regard to specific needs) and with respect. Bullying, harassment and intimidation will not be tolerated. Breaches will be regarded as misconduct under the council's grievance or disciplinary procedures. Employees also have a responsibility to ensure that the council's equality policy is implemented when carrying out their duties on behalf of the council and in their conduct towards any fellow employees. Training will be given, where necessary, to ensure that appropriate compliance is maintained by all parties.

Ulcombe Parish Council understands that it is unlawful to discriminate against a member of the parish council under the terms of Section 58 of the Equality Act 2010. The principles relating to employees (see above) also apply to members.

Ulcombe Parish Council understands its obligations to meet the terms of the Equality Act 2010 under Part 3 in its provision of services (ie goods and facilities) and public functions, and in the disposal, management and occupation of its premises under Part 4, to ensure fairness and accessibility for all.

Signed:
(Chairman)

Date:

Re-adopted May 2017