

Holme on Spalding Moor Parish Council

Equality Policy

INTRODUCTION

Holme upon Spalding Moor Parish Council is committed to providing the highest quality of provision and service and recognises that the implementation of an effective Equality Policy is an integral part of such an approach.

However, Holme upon Spalding Moor is a relatively small Parish Council and currently has only three employees. It is also not responsible for the management of any buildings and its services provision is limited. The scope of this policy is designed to reflect these points

The Parish Council as a corporate body has responsibilities as an employer, a service provider and a public authority but both members and employees as individuals also have responsibilities as well as rights.

The Parish Council will treat all its employees, partners and customers with dignity and respect, free from discrimination, victimisation and harassment.

LEGAL POSITION

The Equality Act 2010 was designed to

1. Eliminate unlawful discrimination, harassment and victimisation
2. Advance equality of opportunities
3. Foster good relations

The grounds upon which discrimination is unlawful are known as Protected Characteristics and they are

- Age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion, faith or belief including lack of belief
- gender
- sexual orientation

COMMITMENT

Holme upon Spalding Moor Parish Council understands its obligations and is fully committed to its duties under the Equality Act 2010

Holme upon Spalding Moor Parish Council 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.

The Parish Council 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 Parish Council is committed to making full use of the talents and resources of its employees.

The Parish Council will ensure that all recipients of the services delivered directly by the Parish Council are guaranteed the same opportunity.

All policies of the Parish Council will be designed to support the principles and practices of equal opportunity, to foster a fully integrated community and maintain racial harmony.

The Equality Policy has the commitment of the Parish Council and the Parish Clerk

THE COUNCIL AS AN EMPLOYER

The Purpose of this policy is to provide equal opportunities to all employees or prospective employees, irrespective of their characteristics (unless there are genuine qualifications or objectively justified reasons for a different approach to be taken) The Parish Council opposes all forms of unlawful and unfair discrimination, victimisation or harassment on the grounds of any protected characteristics defined in the Equality Act 2010.

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. 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 Parish 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.

The Parish Council will encourage and develop all employees to support and carry out the requirements of the Equality Policy.

Breaches of our Equality Policy will be regarded as misconduct and could lead to disciplinary proceedings.

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.

THE PARISH COUNCIL AS A DIRECT SERVICE DELIVERER

The Parish Council's clients have the right to expect fair and non-discriminatory treatment whilst participating in or receiving any of the Parish Council's services or activities.

All aspects of the Parish Council's Equality Policy impact on the manner in which it directly delivers services to and for its residents.

Adherence to the principles and practices contained within this policy will be monitored on a regular basis.

