

# Wolston Parish Council

## Equality and Diversity Policy

### Introduction

The Public Sector Equality Duty came into force in April 2011 and public authorities including Parish Councils are required, in carrying out their functions, to have due regard to the need to achieve the objectives set out under S.149 of the Equality Act 2010 [‘the Act’] to:

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act;
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Wolston Parish Council thus has a duty to consider the needs of all individuals in their day to day work – in shaping policy, in delivering services and in relation to its own Councillors, employees and volunteers. The objective of this policy is to provide equal opportunities without discrimination for everyone who comes into contact with Wolston Parish Council, irrespective of their characteristics (unless it can be shown that the treatment is a proportionate means of achieving a legitimate aim).

### Discrimination:

To discriminate against someone means to treat them less favourably, to harass or victimise them or to subject them to a provision, criterion or practice which puts them at a disadvantage. It is unlawful to discriminate against an individual on the grounds of the following ‘protected characteristics’ (as defined in the Act):

- Age
- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation
- Marriage and civil partnership

Wolston Parish Council opposes all forms of unlawful and unfair discrimination whether it be direct or indirect discrimination, victimisation or harassment on the grounds of any of the protected characteristics defined in the Act, and is committed to the promotion and delivery of equal non-discriminatory opportunities in the work place and in the delivery of services.

### Commitment to Employees and Volunteers

All employees and volunteers, whatever their employment status, 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. 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 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.

If any member of the public has particular needs in relation to access the Wolston Parish Council meetings or the Parish Council office, documents or general information, please contact the Clerk to Wolston Parish Council for assistance in the first instance.

**Delivery of functions and services:**

In exercising its functions and delivering services, Wolston Parish Council will have due regard to the three aims of the Equality Duty and it will take a proportionate approach when complying with it. Equality issues will be an influence on our policies and decisions.

Wolston Parish Council will consider equality issues in its contractual terms and conditions as agreed with external contractors as appropriate.

Other policies will be reviewed against the values stated in this policy to ensure that Wolston PC is and remains an Equal Opportunities employer.

The policy will be monitored and reviewed annually.

This Policy was endorsed and adopted by Wolston Parish Council on 3<sup>rd</sup> January 2019 at Minute 2018/169

*Original signed by*  
Maria Meede  
Clerk and RFO  
Wolston Parish Council  
3<sup>rd</sup> January 2019

Wolston Parish Council acknowledges the following sources of information from which this policy has been created:

- • The Equality Act 2010 (Specific Duties) Regulations 2011, 2011 No. 2260
- • Society of Local Council Clerks - Model Equal Opportunities Policy (Oct 2010)
- • National Association of Local Councils – Legal Topic Note 78: Equality Act 2010 (Jan 2013)