

## **FIRSBY GROUP PARISH COUNCIL**

### **EQUAL OPPORTUNITIES POLICY**

#### **INTRODUCTION**

The Firsby Group Parish Council is committed to providing the highest quality of provision and service and recognises that the implementation of an effective Equal opportunities Policy is an integral part of such an approach.

However, the Firsby Group Parish Council is a relatively small cluster of 5 Parish Councils, which currently has only one employee, the Clerk . This scope of this policy is, therefore, designed to reflect this.

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

#### **LEGAL POSITION**

It is 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

Under the Equality Act 2010, these are known as “protected characteristics”.

**PURPOSE** The purpose of this policy is to provide equal opportunities to all employees, irrespective of their characteristics (unless there are genuine occupational qualifications or objectively justified reasons for a different approach to be taken). We oppose 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 Equality Act 2010.

#### **SCOPE**

All employees whether full-time, part-time, fixed term contract, agency workers or temporary staff, 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.

#### **OUR COMMITMENT**

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. This is further defined in the Dignity at Work policy adopted by the Council. 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.

Breaches of our equal opportunities policy will be regarded as serious misconduct and could lead to disciplinary proceedings. Employees are entitled to complain about discrimination or harassment or victimisation through the Council's Grievance procedure.

This policy is fully supported by all Members of the Council and adopts the model contract as devised by the employee professional body in the local government sector (the Society of Local Council Clerks).

The policy will be monitored and reviewed annually. Other personnel policies will be reviewed against the values stated in this main Equal Opportunities policy to ensure that the Council strives to remain an Equal Opportunities employer.

#### **USES OF POLICY**

Induction of staff and Members, decisions relating to Recruitment and Selection, Training and Development, Promotion, Remuneration, Retirement, cross- referenced to Grievance, disciplinary and Dignity at Work Policies.