

# NEW BUCKENHAM PARISH COUNCIL

## EQUALITIES POLICY

ADOPTED BY NEW BUCKENHAM PARISH COUNCIL: 10<sup>th</sup> JANUARY 2017

### 1. Introduction:

New Buckenham Parish Council is committed to providing the highest quality of provision of services and recognises that the implementation of an effective Equal Opportunities Policy is an integral part of such an approach.

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.

### 2. Legal Position:

It is unlawful to discriminate against an individual under the Equality Act 2010 on the following grounds which are known as 'protected characteristics' in section 4 of the Act:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Race
- Religion or Belief
- Sex
- Sexual Orientation

In addition Section 149 of the Equalities Act 2010 imposes a duty on Parish Councils to take into account:

- 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.

### 3. Employees

All employees of New Buckenham Parish Council whether they are full-time or 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.

Other personnel policies will be reviewed against the values stated in this Equal Opportunities Policy to ensure that New Buckenham Parish Council strives to remain an Equal Opportunities Employer.

### 4. Provision of Services

The clients of New Buckenham Parish Council have the right to expect fair and non-discriminatory treatment whilst participating in or receiving any of the Council's services or activities. All aspects of the Council's Equal Opportunities Policy impact on the manner in which it directly delivers services to and for its residents.

## **5. Monitoring and Review**

This policy will be monitored and reviewed annually.