

Little Burstead Parish Council

Equality and Equal Opportunities Policy

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The Law

The Equality Act 2010 consolidated previous anti-discrimination legislation and incorporated these into a single Act. It simplified the law removing inconsistencies and making it easier for people to understand and comply with it. It also strengthened the law to help tackle discrimination and inequality. 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. The Act applies to all organisations that provide a service to the public or a section of the public.

Little Burstead Parish Council acknowledges its responsibilities under the Equality Act 2010 and the obligations of the Public Sector Equality Duty in Section 149. The Town Council has a legal duty to meet regulations of Data Protection legislation.

Little Burstead Parish Council (hereafter known as The Council) has a duty in the exercise of its functions to ensure that it fulfils its legal responsibilities under all legislation concerning equal opportunities. The Council is committed to a policy of equality of opportunity for all its residents, customers, staff and potential staff.

The Council's Aim:

- i. The Council will actively develop positive practices which promote equality of opportunity and enable residents and customers to fully participate and staff to realise their full potential.
- ii. No resident, customer, job applicant or employee will receive less favourable treatment on the grounds of: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation or will be disadvantaged by any condition which cannot be justified.
- iii. The Council will review employment practices and procedures when necessary to ensure fairness and to update them and the policy to take account of changes in the law and make available opportunities for training, development and progress available to all staff and councillors, who will be helped and encouraged to develop their full potential, so their skills can be fully utilised to maximise the efficiency of the organisation
- iv. The Council will ensure that all decisions on participation, recruitment, selection, training, promotion and career development are based on abilities, merits and objective job related criteria.
- v. All Parish Council staff and Councillors are required to behave in a non-discriminatory manner and to create a culture in which people can feel confident of being treated with fairness, dignity and tolerance.
- vi. It is the responsibility of all Council Members and employees to adopt and implement this policy as part of their professional activities and conduct.

Delivery of service

Little Burstead Parish Council will take into account in the exercise of its functions:

- The need to eliminate discrimination and harassment, victimisation and any conduct
- prohibited under the Equality Act 2010
- Advance equality of opportunity in all areas
- Foster good relationships between all sections of our community

This policy will be reviewed annually and amended in line with changes in legislation

In addition to the Council's internal procedures, any person has the right to pursue their complaints of discrimination under the Equality Act 2010.

Approved on 20/05/25