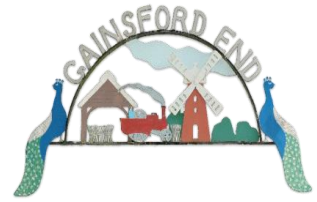




Toppesfield Parish Council



Equality Opportunities Policy

1. INTRODUCTION

Toppesfield 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.

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 volunteers with dignity and respect, free from discrimination, victimisation and harassment.

2. LEGAL POSITION

Under the Equality Act 2010 it is unlawful to discriminate against an individual on the following grounds:

- age
- disability
- gender
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sexual orientation
- These are known as “protected characteristics” in section 4 of the 2010 Act.
- Section 149 of the 2010 Act 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. OUR COMMITMENT

- to commit to the principle of equal opportunities and declare 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
- to commit to the duties under Section 149 of the 2010 Act
- to create an environment in which individual differences and the contributions of all our members staff and beneficiaries are recognised and valued
- to recognise that every Member, staff member and beneficiary is entitled to be part of an environment that promotes dignity and respect to all
- to ensure that no form of intimidation, bullying or harassment be tolerated
- to ensure that all Members and staff are aware of their legal and moral obligation not to discriminate and to make training available to all Members and employees
- to recognise that equality is good management practice and makes sound sense. Breaches of our Equal Opportunities Policy will be regarded as misconduct and could lead to disciplinary proceedings or membership disqualification