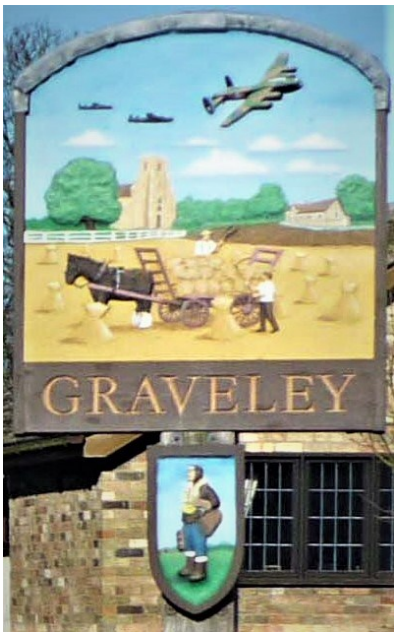


Equal Opportunities Policy

Document Configuration Management & Control

Version	Description	Originated	Approved	Minute Ref
Version 1	Annual Review	18/05/2023	07/05/2024	24/25-37.2
Version 1	Annual Review	06/05/2026	14/01/2026	25/26-118

EQUAL OPPORTUNITIES POLICY

INTRODUCTION

Graveley Parish Council is committed to the highest quality of provision and service, and recognises that implementing an effective Equal Opportunities Policy is an integral part of such an approach.

The Council has responsibilities as an employer, a service provider and a public authority. Both members and employees 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

Under the Equality Act 2010 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**

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.**

OUR COMMITMENT

Graveley Parish Council

- understands its obligations under the Equality Act 2010
- is fully committed to its duty**,** imposed by Section 149 of the 2010 Act
- is committed to the principle of equal opportunities and declares its 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

- is an Equal Opportunities employer, provider of services and contractor. It is committed to the promotion, maintenance and protection of the rights of individuals. The Council is committed to making full use of the talents and resources of its employees.

The Council will ensure that all recipients of the services delivered directly by the Council are guaranteed the same opportunity. All policies of the Council will be designed to support the principles and practices of equal opportunity, to foster a fully integrated community and to maintain harmony.

THE COUNCIL AS AN EMPLOYER

The Purpose of this policy is to provide equal opportunities to all employees or prospective employees, irrespective of their characteristics (unless there are genuine qualifications or objectively justified reasons for a different approach to be taken). We oppose all forms of unlawful and unfair discrimination, victimisation or harassment on the grounds of any protected characteristics defined in the Equality Act 2010.

All employees, whether full-time, part-time, fixed contract, agency workers or temporary, will be treated fairly and equally. Selection for employment, promotion, training, remuneration or any other benefit will be based on 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. Every employee is entitled to a working environment that promotes dignity and respect. No form of intimidation, bullying or harassment will be tolerated.

The Council will encourage and develop all employees to support and carry out the requirements of the Equal Opportunities Policy. Breaches of our Equal Opportunities Policy will be regarded as misconduct and could lead to disciplinary proceedings. 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.

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 COUNCIL AS A DIRECT SERVICE DELIVERER

The Council's clients 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 affect how it delivers services for its residents.

The above requirements apply to all services and activities of the Council.