

# Shelford Parish Council

## Equal Opportunities Policy

### 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 public authorities, including 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.
- ❑ Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.
- ❑ Foster good relations between those who share protected characteristics and those who do not.

### Commitment

#### Shelford Parish Council:

- ❑ Accepts its obligations under the **Equality Act 2010** in relation to employees (see below), contractors, customers and all other persons with whom it has dealings.
- ❑ Expects and encourages its members, employees and any other persons acting on its behalf to support and carry out the requirements of its **Equal Opportunities Policy**.

### The Council as an Employer

#### Shelford Parish Council will:

- ❑ Provide equal opportunities to all employees or prospective employees, irrespective of their characteristics (unless there are genuine and objectively justified reasons for a different approach to be taken).
- ❑ Oppose all forms of unlawful and unfair discrimination, victimisation or harassment on the grounds of any of the protected characteristics defined in the **Equality Act 2010**.
- ❑ Treat all employees, whether full-time, part-time, fixed contract, agency workers or temporary, fairly and equally.
- ❑ Ensure that selection for employment, promotion, training, remuneration or any other benefit is solely on the basis of aptitude and ability.
- ❑ Help and encourage all employees to develop their full potential.
- ❑ Provide a working environment which promotes dignity and respect to all.
- ❑ Not allow or condone any form of intimidation, bullying or harassment.
- ❑ Regard breaches of its **Equal Opportunities Policy** as misconduct which could lead to disciplinary proceedings.

**This policy will be reviewed annually.**

**Agreed September 2024**

**Review date September 2025**