

Necton Parish Council

Equality & Diversity Policy



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Legal Framework

The Equality Act 2010 replaces previous anti-discrimination legislation and incorporates into a single Act. It simplifies the law removing inconsistencies and making it easier for people to understand and comply with it. It also strengthens the law in important ways to help tackle discrimination and inequality. The Act applies to all organisations that provide a service to the public or a section of the public.

Codes brought into force by the Equality Act 2010 and which provide guidance on compliance:

- The Equality Act 2010 Code of Practice on Services, Public Functions and Associations;
- The Equality Act 2010 Code of Practice on Employment;
- The Equality Act 2010 Code of Practice on Equal Pay.

Necton Parish Council's commitment to Equality

The Council aims to ensure that our services meet the varied needs and expectations of the local people and that everyone has equal access to all services regardless of age, gender, sex and sexual orientation, disability, marital status, ethnicity, religious belief or any other individual characteristic which may limit a person's opportunity in life.

Necton Parish Council endeavours to

- Eliminate discrimination, harassment and victimisation;
- Advance equality of opportunity between people who share a characteristic and with those who do not.
- Foster good relations between people who share a characteristic and those who do not.

In order to promote equality of access to services the Council ensures the following

- That services provided are in response to the needs of the whole community.
- Monitors views and takes into account customer views.
- Information on services is widely available to ensure maximum awareness of provisions.
- Advertising and publicity the Council is presented as an authority committed to promoting equality of access to employment and services.

- Staff are consulted and their contribution valued in the information and promotion of equality of access to Council services.
- Staff receive training and support in order to carry out their duties in line with implemented equal opportunities policies.

Employment

The Council endeavours to afford equal treatment to all its employees and prospective employees. The aim of this policy is to ensure that no job applicant or employee receives less favourable treatment on the grounds of race, colour, nationality, sex or sexual orientation, marital status, physical or other disability.

Whilst the main responsibility for providing equal opportunity rests with the Council, individual employees also have responsibilities. The elimination of discriminatory practices depends upon the co-operation of all employees.

In particular, employees should:

- Co-operate with measures introduced to make sure there is equality of opportunity and no discrimination.
- Ensure that they do not discriminate against colleagues.
- Draw the Parish Clerk's attention to discriminatory acts or practices.
- Not victimise individuals on the grounds that they have made a complaint or provided information about discrimination.
- Not harass, abuse, bully or intimidate employees.

Breach of this policy will be considered a disciplinary matter, with resulting action ensuing.

Refer to the Dignity at Work Policy reviewed March 2024 to be used in conjunction with this policy where appropriate.

This policy applies equally to the Necton Rural Community Centre, for which the Parish Council is sole trustee.