



## **EQUAL OPPORTUNITIES POLICY**

Sacriston Parish Council is committed to actively recognising and promoting equality and diversity. We believe in making every effort to be a fair and unbiased organisation. We oppose all forms of unlawful and unfair discrimination whether it be direct or indirect discrimination, victimisation or harassment on the grounds of any of the protected characteristics defined in the Equality Act 2010.

As a public body the Council expects an exemplary commitment from all staff and council members, taking a proactive approach to equality, diversity, human rights and the essential standards of quality and safety. As a service provider the Council is developing a culture in which diversity is valued and staff and members are able to promote equality and challenge unlawful harassment, discrimination or bullying in any of its processes or services, including staff recruitment. We do this to ensure that staff and our service users receive fair and equal treatment throughout their contact with us.

No form of intimidation, bullying, harassment, discrimination or victimisation will be tolerated. This is further defined in the Dignity at Work Policy. Breaches of our Equal Opportunities Policy will be regarded as serious misconduct and could lead to disciplinary proceedings. Employees are entitled to complain about intimidation, bullying, harassment, discrimination or victimisation through the Council's Grievance Procedure.

### **The Equality Act 2010**

The Council takes a proactive approach to equality and diversity and gives fair and equal consideration to all protected characteristics of the Equality Act 2010, which are:

- age
- disability
- gender reassignment
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation.

The public sector equality duty requires all public authorities, including this Council, to demonstrate 'due regard' both as an employer and as a service provider.

The Council will complete equality assessments on its policies, functions, strategies and services. We believe that this is essential, especially if we are to monitor the Council's impact on equality in the village.

Compliance with the duties in this legislation may involve treating some persons more favourably than others; but that is not to be taken as permitting conduct that would otherwise be prohibited by or under this Act.

We will continue to work with residents, service users, staff, other organisations and members of the public to ensure that we are consistently fair, and that our services meet the needs of our diverse community.

**Signed:** \_\_\_\_\_

**Print:**        **Hugh Dixon ( Chair of Sacriston Parish Council )**

**Date:**        **01<sup>st</sup> October 2019**

**\*\* To be reviewed on the 01/10/2021**