

Wheatley Parish Council Equality & Diversity Policy

Approved 06.01.2020, reviewed 06.09.2021

Purpose

Wheatley Parish Council is *committed to treating all people equally and with respect irrespective of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation*".

Wheatley Parish Council will ensure that equality and diversity is reflected in every aspect of council business. – Employment, decision-making and policies, service delivery and partnership working - and that it recognises its statutory duties.

This policy covers employees, councillors (elected or co-opted) partners, volunteers and residents.

Legislation

It is unlawful to discriminate against an individual on the following grounds:

- Age
- Disability
- Gender assignment
- Marriage or civil partnership
- Pregnancy and maternity
- Race
- Religion of belief
- Sex
- Sexual orientation

Under the Equality Act 2010 these are known as "protected characteristics".

Wheatley Parish Council opposes all forms of unlawful and unfair discrimination whether it be direct or indirect discrimination, harassment or victimisation on the grounds of the protected characteristics defined above and under the Equality Act 2010.

Scope and commitment

All Wheatley Parish Council employees and councillors will be expected to adhere to and comply with this policy.

The council will seek to renew this policy and address any future legislation annually. All employees and councillors will receive their own copy of the approved policy. Copies will be available from www.wheatleyparishcouncil.gov.uk or from the parish office.

Employment

All employees will be treated fairly and equally (regardless of their employment, type or length). Selection for employment, promotion, training, remuneration and any other benefit will be on the basis of ability and aptitude.

Annual appraisals will support and encourage all employees to undertake and participate in personal development and given opportunities to fulfil their potential.

Every employee is entitled to a working environment free of bullying, harassment, intimidation or victimisation. Any such behaviour will not be tolerated.

Should an employee wish to make a complaint regarding bullying, harassment, intimidation or victimisation, this should be made following the Disciplinary or Grievance procedure as detailed in their employment contract.

Policy and decision making

The council will ensure that they give due consideration to equal opportunity implications of all decisions they take.

This policy will reflect the strategic aims of the council in line with its Strategic Plan which is monitored regularly and reviewed annually.

Service delivery and partnership working

Whilst Wheatley Parish Council provides some services directly to the community, some services are provided by external bodies and partners. Information will only be shared with external partners in line with our Data Protection policies and related legislation.