STAVERTON PARISH COUNCIL
Policy 006

Staverton Parish Council – Equality & Diversity Policy

1.0 Introduction

Staverton Parish Council is committed to providing and promoting equal opportunities by eliminating discrimination and encouraging diversity, in order to create an environment in which individual differences and the contributions of all are recognised and valued. We oppose all forms of unlawful and unfair discrimination.

2.0 Protected Characteristics

Staverton Parish Council is responsible for ensuring that employees, elected or co-opted council members, volunteers, residents, customers and partners are not harassed, bullied or discriminated against on the grounds of any of the nine protected characteristics as defined by the Equality Act 2010.

- Age
- Disability
- Gender Identity (Reassignment)
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion or Belief
- Sex
- Sexual Orientation

3.0 Types of Discrimination

Staverton Parish Council opposes all forms of unlawful and unfair discrimination whether It be direct or indirect discrimination, victimisation or harassment.

Direct Discrimination – where someone is treated less favourably than another person because of a protected characteristic.

Indirect Discrimination – When there is a rule or policy that applies to everyone but disadvantages a person with a protected characteristic.

Associative Discrimination – Direct discrimination against someone because they are associated with another person with a protected characteristic. (Excludes pregnancy and marriage and civil partnership)

Discrimination by Perception - Direct discrimination against someone because others think they have a protected characteristic (even if they do not). (Excludes pregnancy and maternity and marriage and civil partnership).

Victimisation – Discrimination against someone because they have made, supported a complaint or raised a grievance or because they are suspected of doing so. The complainant need only show that they have suffered a 'detriment'.

4.0 Parish Commitments

4.1 Community Leader

Staverton Parish Council is committed to creating a socially inclusive and cohesive community by:

- Promoting equal opportunity and equal access to services and information.
- Identifying and addressing the barriers that different groups face to participation in community life.
- Working towards ensuring fair and equitable resources.
- Respecting the diversity of our community.
- Working with others to ensure that Staverton is a safe place in which to live, work or visit.
- Listening and responding to the views of our communities through appropriate and widespread consultation and participation mechanisms, which are accessible to all.
- Ensuring the communications produced and events held positively reflect and promote the diversity of the communities and are made fully accessible.

4.2 Service Provider and Procurer

Staverton Parish Council is committed to ensuring that all our services are accessible to all by:

- Ensuring our residents are aware of the council's services.
- That all the community can attend committee and council meetings.
- That information about the council is easily accessible to our community.
- To ensure contractors and hired service providers share the values within this policy.

4.3 Employer

Staverton Parish Council will ensure all employees are treated fairly and equally. Selection for employment, promotion, training or any other benefit will be on an aptitude and ability basis. We are committed to:

- Make training, development and progression opportunities available to all staff.
- Create an environment in which individual differences and the contributions of all are recognised and valued to provide a working environment that promotes respect for all.
- Ensure equality in the workplace as good practise.
- View breaches of this policy as misconduct that could lead to disciplinary action.

5.0 Implementation and Law

This policy is fully supported by all members of the council and will be reviewed annually

This policy is in line with the ‘Equality Act 2010’ and will underpin all decisions taken by the council on behalf of employees, elected or co-opted members and all other associated individuals who are subject to the council’s policies and procedures.

Adopted: 1st September 2020