Levens Parish Council
Equal Opportunities Policy

Reviewed and Approved 11 March 2025

Introduction

- The Parish Council is committed to providing and promoting equal opportunities, eliminating discrimination and encouraging diversity in the Community.
- The Parish Council aims to create a culture that respects and values each other's differences and which promotes dignity, equality and diversity.
- An up-to-date copy of this Policy shall be maintained on the Parish Council's website.

1. Purpose

- The Parish Council recognises that supporting equality is of primary importance. This policy will help Councillors and the employees of the Council to develop sound and effective policies that impact on the local community, whilst ensuring that the Council meets its duty under the Equality Act 2010.

2. Scope

- This policy applies to all employees, volunteers, contractors and elected members of the Parish Council.
- It is the responsibility of every employee and Councillor of the Parish Council to ensure that they do not discriminate in any way. All employees and Councillors have a duty to uphold equal opportunities principles. Any breach of this policy will be dealt with appropriately.

3. Equality Act 2010

- The Equality Act 2010 applies to public bodies and others carrying out public functions. It supports good decision-making by ensuring public bodies consider how different people will be affected by the activities, policies and services provided.
- The Equality Act 2010 places a Public Sector Duty on the Parish Council to work to:
    - ❖ Eliminate discrimination, harassment, victimisation and any other conduct prohibited under the Act;
    - ❖ Advance equality of opportunity between persons who share a protected characteristic and persons who don't share it;
    - ❖ Foster good relations between persons who share a relevant protected characteristic and persons who don't share it.
- No individual will be discriminated against. This includes, but is not limited to the following characteristics (known as protected characteristics under the Act)
    - ❖ Age
    - ❖ Disability
    - ❖ Gender
    - ❖ Marital status and civil partnerships
    - ❖ Pregnancy and maternity
    - ❖ Race
    - ❖ Religion and beliefs

- ❖ Sexual orientation
- ❖ Ethnic origin
- ❖ Nationality

4. Equality Commitments

• The Parish Council supports for the principles and practices of the Equality Act 2010 and recognises that it is the duty of all Councillors and employees to accept their personal responsibility for fostering a fully integrated community at work by respecting and adhering to the principles of equality for all.

• The Parish Council will actively promote equality throughout the organisation through the application of policies which will ensure that individuals receive treatment that is fair and equitable and consistent with their relevant aptitudes, potential, skills, experiences and abilities.

• The Parish Council is committed to:

- ❖ Promoting equality opportunity for all persons
- ❖ Promoting a good and harmonious environment in which all persons are treated with respect and valued
- ❖ Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimization
- ❖ Fulfilling its legal obligations under the Equality Act 2010

5. Policy Review

The Parish Council will review this Policy as is necessary and appropriate, and at a minimum on an annual basis

Martin Curry
Clerk to the Parish Council