



THURLASTON PARISH COUNCIL

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EQUALITY POLICY STATEMENT

Committed to Equality of Opportunity

Thurlaston Parish Council wants to create a culture where people of all backgrounds and experience feel appreciated and valued. It is totally committed to achieving equality of opportunity in service delivery and employment. Citizens who access services, job seekers and employees will be treated fairly and without discrimination. Discrimination on the grounds of race, nationality, ethnic or national origin, religion or belief, gender, marital status, sexuality, disability, age or any other unjustifiable criterion will not be tolerated.

The Parish Council is opposed to all forms of unlawful and unfair discrimination (including harassment of any kind). The Council will take appropriate action wherever instances of discrimination and harassment occur. It will work to develop effective procedures and policies to combat all forms of unlawful discrimination and to share good practice.

The Parish Council will fulfil its legal obligations under the Equality Act 2010.

1. The public sector duties of the Equality Act 2010 require public organisations such as Parish Councils in the exercise of their functions, to have due regard to the need to:
 - Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
 - Advance equality of opportunity between people who share a protected characteristic and those who do not.
 - Foster good relations between people who share a protected characteristic and those who do not.
2. These duties and the act seek to outlaw unlawful discrimination against a person or group of people because of their:
 - Age
 - Disability
 - Gender reassignment
 - Marriage and civil partnerships
 - Pregnancy and maternity
 - Race
 - Religion
 - Sex
 - Sexual orientation.



Delivery of Services

Thurlaston Parish Council will ensure that all services are provided fairly and without discrimination. Reasonable adjustments will be made so that services are accessible to everyone who needs them. People's cultural and language needs will be recognised and services will be provided which are appropriate to these needs.

The Parish Council takes complaints seriously. Members of the public, including job seekers, who feel they have been unfairly treated, have the right to use the Parish Council's Complaints procedure.

Employment

The Parish Council will ensure that no-one is unfairly discriminated against when applying for a job or during the course of their employment with the Parish Council.

All employees have equal access to training and career development regardless of any of the considerations mentioned above.

An employee who has a concern regarding unfair discrimination or harassment at work may use the Parish Council's formal procedures e.g. grievance. This does not affect an employee's right of reference to an employment tribunal within the statutory time limits.

Responsibility of all Parish Council Employees

The Parish Council requires all its employees to behave in ways that promote equality and are generally non-discriminatory. This applies to the way they behave to members of the public in the delivery of services and to other employees in the course of their work.

Employees should participate actively in measures introduced by the Parish Council to ensure that there is equality of opportunity and non-discrimination. Employees should also draw the attention of management to alleged unlawful or unfair discriminatory acts or practices.

Should employees, through the course of their employment, be found to have caused or encouraged discrimination, this will be regarded as a particularly serious offence, rendering them liable to disciplinary action.