Kingston St Mary Parish Council

Equality, Diversity and Inclusion Policy

COUNCIL INFORMATION

Kingston St Mary is a small Parish Council, which currently has only one employee. It is also directly and indirectly responsible for the management of a small number of open spaces and buildings and its service provision is correspondingly limited. The scope of this policy therefore reflects the Parish Council's legal obligations.

INTRODUCTION

This Equality and Diversity Policy was adopted by Kingston St Mary Parish Council in order to comply with the requirements of the Equality Act 2010.

The Parish Council is committed to providing the highest quality of service provision and recognises that the implementation of an effective Equality and Diversity Policy is an integral part of such an approach.

The Parish Council will treat all its employees, partners and customers with dignity and respect, free from discrimination, victimisation and harassment.

LEGAL POSITION

The Parish Council, as a corporate body, has responsibilities as an employer, a service provider and a public authority but both councillors and employees as individuals also have responsibilities as well as rights.

Under the Equality Act 2010 it is unlawful to discriminate against an individual on the following grounds, which are known as "protected characteristics" in section 4 of the 2010 Act:

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

Section 149 of the 2010 Act imposes a Duty on Parish Councils to take into account::

- The need to eliminate discrimination and harassment, victimisation and any other conduct that is prohibited by or under the Act;
- To advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- To foster good relations between those who share protected characteristics and those who do not.

THE PARISH COUNCIL'S COMMITMENT

The Parish Council understands its obligations under the Equality Act 2010 and is fully committed to its duty as imposed by Section 149 of the 2010 Act.

The Parish Council is committed to the principle of equal opportunities and declares its opposition to any form of less favourable treatment, whether through direct or indirect discrimination, on the grounds of the protected characteristics as specified in the Equality Act 2010.

The Parish Council is an Equal Opportunities employer, provider of services and contractor and is committed to the promotion, maintenance and protection of the rights of individuals. The Parish Council is also committed to making full use of the talents and resources of its employees.

RESPONSIBILITY of EMPLOYEES

Volunteers/employees can expect to be treated fairly and equitably at all times, not discriminated against and feel safe and valued at work. In return they have responsibility to:

- Not abuse, harass, bully or discriminate against any other member of staff;
- Treat colleagues with politeness, dignity and respect;
- Not practice unlawful or unjustifiable discrimination in carrying out duties;
- Be sensitive to the needs of the diverse community when dealing with service users.

MONITORING

Any individual, including employees, who believes they have been treated unfairly may raise the matter through the appropriate grievance or complaints procedure. The Parish Council will protect the individual making such a complaint from victimisation and will fully investigate any such grievance.

This Policy will be reviewed annually at the Annual Parish Council meeting in May each year.