



Elton Parish Council

Equality Policy

This policy is supplemental to, and does not in any way override, the Parish Council Standing Orders and/or Financial Regulations.

This policy was adopted by the full parish council at its meeting on 11 November 2024 (minute 24/98.1).

This policy will be reviewed annually.

1. Introduction

1.1 This policy sets out the commitment of Elton Parish Council, its Councillors and Officers to meeting the requirements of the Equality Act 2010, including the Public Sector Equality Duty.

2. Scope

2.1 This policy applies to all job applicants, employees, former employees of Elton Parish Council; all councillors of Elton Council; all who access the services of Elton Parish Council.

3. Legislation

3.1 The Equality Act 2010

3.2 Within the Act, the Public Sector Equality Duty, which 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 their activities, helping them to deliver policies, representation and services, which are efficient and effective; accessible to all; and which meet different people's needs.

4. Dissemination and Training

4.1 The council will issue this policy to all its Councillors and employees, as part of their induction and the policy will be available on the Parish Council website.

5. Monitoring and review

5.1 A review of the policy shall be undertaken annually; necessary amendments will be advised by the Parish Clerk and reported to the council for approval.

5.2 Changes in the law will be monitored and, if necessary, amendments/reviews made to the policy.

6. General Statement of Policy

6.1 It is Elton Parish Council's policy to provide representation, information, facilities, services and employment to all irrespective of age; gender; gender reassignment ; sexual orientation; marital or

civil partnership status; having just had a baby or being pregnant; religious belief or political opinion; race (including colour, nationality, ethnic or national origins) or disability.

These are the nine protected characteristics defined in the Equality Act 2010.

6.2 Elton Parish Council aims to create a culture that respects and values differences, that promotes dignity, equality and diversity.

6.3 Elton Parish Council is opposed to all forms of unlawful and unfair discrimination. All people and employees will be treated fairly and will not be discriminated against on any of the above grounds. All decisions will be made objectively and without unlawful discrimination.

6.4 Elton Parish Council will challenge discrimination.

7. Implementation

Elton Parish Council will implement the following actions in order to fulfil the aims of the policy:

7.1 General statement

7.1.1 Have due regard to equality and the elimination of discrimination in all its significant and relevant decisions.

7.1.2 Communicate the policy by making a copy of this document available electronically.

7.1.3 Ensure that adequate resources are made available to fulfil the objectives of this policy.

7.1.4 Take lawful affirmative or positive action, where appropriate.

7.2 Employment

7.2.1 Communicate the policy by providing a copy of this document to all employees and including it in the induction pack issued to new employees.

7.2.2 Provide information on relevant training courses.

7.2.3 Ensure that employment policies, procedures and practices promote equality of opportunity and all decisions regarding recruitment, selection, training and promotion will be based solely on the relevant merits and abilities of the applicant.

7.2.4 Ensure that all employees receive fair and equal treatment in relation to their employment, regardless of whether they are part-time, full-time, or employed on a temporary basis.

7.2.5 Encourage and support employees to reach their full potential within the council's resources.

7.2.6 Provide a non-discriminatory working environment which is free from harassment, victimisation and bullying or any other form of unwanted behaviour.

7.2.7 Make reasonable workplace adjustments to prevent disabled employees from being placed at a disadvantage compared to non-disabled people.

7.3 Councillors

7.3.1 Communicate the policy by providing a copy of this document to all Councillors and including it in the new councillor pack issued to Councillors at the beginning of their term of office.

7.3.2 Inform Councillors of any changes in legislation.

7.3.3 Inform Councillors of relevant training courses.

7.4 Others

7.4.1 Communicate the policy by making a copy of this document available electronically, and in an appropriate format when so requested.

7.4.2 Provide equality of access to the council's services by carrying out regular access audits of its landholdings and facilities.

7.4.3 Provide clear information about services and facilities and where necessary make them available in a variety of formats.

8. Breaches of Policy

8.1 Elton Parish Council will take appropriate action against any incidence of discrimination, harassment, victimisation or intimidation.

8.2 Complaints can be addressed through the procedure in the Complaints Policy and, for employees, through the Grievance Policy.

8.3 In addition to the Council's internal procedures, any person has the right to pursue complaints of discrimination under the Equality Act 2010.

Author	Review Date	Date of Adoption	Next Review
Lara Jacob		Nov 2024	Nov 2025