

Equal Opportunities Policy – 19-05-16

Legal Position

Under the **Equality Act 2010**, it is unlawful to discriminate against an individual on the following grounds:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

These are known as “protected characteristics” in **Section 4 of the 2010 Act**.

Section 149 of the 2010 Act imposes a duty on public authorities, including 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.
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.
- Foster good relations between those who share protected characteristics and those who do not.

Commitment

Brington and Molesworth Parish Council:

- Accepts its obligations under the **Equality Act 2010** in relation to employees (see below), contractors, customers and all other persons with whom it has dealings.

- Expects and encourages its members, employees and any other persons acting on its behalf to support and carry out the requirements of its **Equal Opportunities Policy**.

The Council as an Employer

Brington and Molesworth Parish Council will:

- Provide equal opportunities to all employees or prospective employees, irrespective of their characteristics (unless there are genuine and objectively justified reasons for a different approach to be taken).
- Oppose all forms of unlawful and unfair discrimination, victimisation or harassment on the grounds of any of the protected characteristics defined in the **Equality Act 2010**.
- Treat all employees, whether full-time, part-time, fixed contract, agency workers or temporary, fairly and equally.
- Ensure that selection for employment, promotion, training, remuneration or any other benefit is solely on the basis of aptitude and ability.
- Help and encourage all employees to develop their full potential.
- Provide a working environment which promotes dignity and respect to all.
- Not allow or condone any form of intimidation, bullying or harassment.
- Regard breaches of its **Equal Opportunities Policy** as misconduct which could lead to disciplinary proceedings.