

DOCKING PARISH COUNCIL

Equal Opportunities Policy

POLICY STATEMENT

1.1 The aim of this policy is to communicate the commitment of the Council, its members and clerk to the promotion of equality and diversity in relation to Docking Parish Council.

1.2 Docking 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 the grounds of any of the protected characteristics:

- Age
- Disability
- Nationality, ethnic or national origins
- Gender reassignment
- Social Class
- Marriage and Civil partnership
- Having or not having Children
- Pregnancy and maternity
- Race, including colour
- Religious belief or political opinion
- Sex
- Sexual orientation

These are known as the protected Characteristics in section 4 of the 2010 Equality Act.

1.3 Docking Parish Council recognises that the provision of equal opportunities in the community is good practice.

1.4 In accordance with the Equality Act 2010, all council members or employees whether voluntary or employed will be treated fairly and equally. Selection for employment training and remuneration or any other benefit will be on the basis of aptitude and ability.

1.5 The Equality Act of 2010 brought together all previous anti-discrimination law streamlining legislation and simplifying processes. It sets out the personal characteristics that are protected by law and the behaviour that is unlawful. Our duty under the Equality Act 2010 is to show that we have given due regard to:

- **Eliminate unlawful discrimination**, harassment, victimisation and any other conduct prohibited by the act
- **Advance equality of opportunity** between people who share protected characteristics and people who do not share it
- **Foster good relations** between people who share protected characteristics and people who do not share it

Adopted May 2018

- 1.6 This policy is supported by the council, its members and its Clerk.
- 1.7 Breaches of the Docking Parish Council Equal Opportunities Policy will be regarded as misconduct and could lead to disciplinary proceedings.
- 1.8 This policy will be reviewed annually at the Annual Parish Council Meeting each May.
- 1.9 Any queries regarding this policy should be directed to the clerk of Docking Parish Council.

Reviewed May 2019 next review date May 2021