



BOX PARISH COUNCIL

EQUALITIES POLICY

Drawn Up: May 2015

1. Background

The Equality Act 2010 replaces the existing anti-discrimination laws with a single Act. It simplifies the law removing inconsistencies and making it easier for people to understand and comply with it. It also strengthens the law in important ways to help tackle discrimination and inequality.

The Act applies to all organisations that provide a service to the public or a section of the public

2. Council's Commitment

Box Parish Council aims to ensure that its services meet the varied needs and expectations of the local people and that everyone has equal access to all services regardless of age, gender, sex and sexual orientation, disability, marital status, ethnicity, religious belief or any other individual characteristics which may limit a person's opportunity in life.

The Parish Council will endeavor to:

- Eliminate discrimination, harassment and victimization
- Advance equality of opportunity between people who share a characteristic and those who do not
- Foster good relations between people who share a characteristic and those who do not
- Promote equality of access to services

3. Monitoring

The Parish Council will monitor the service delivery on the basis of age, gender, sex and sexual orientation, disability, marital status, ethnicity, religious belief or any other individual characteristics to ensure that they act fairly and without discrimination.

4. Employment

It is the policy of the Box Parish Council to afford equal treatment to all its employees and prospective employees. The aim of this policy is to ensure that no job applicant or employee receives less favourable treatment on the grounds of race, colour, nationality, sex or sexual orientation, marital status, physical or other handicap.

Whilst the main responsibility for providing the equal opportunity rests with the Council, individual employees also have responsibilities. The elimination of discriminatory practices depends upon the co-operation of all employees. In particular employees should:

- Co-operate with measure introduced to make sure there is equality of opportunity and no discrimination
- Ensure that they do not discriminate against colleagues
- Draw the Parish Council's attention to discriminatory acts or practices
- Not victimize individuals on the grounds that they have made a complaint or provided information about discrimination
- Not harass, abuse, bully or intimidate employees

Where employees commit such acts in the course of their employment it will be considered a disciplinary matter and the appropriate action taken.