

Hesket Parish Council

EQUAL OPPORTUNITIES POLICY

Adopted by Full Council on July 14th 2020

Reviewed May 2025

Introduction

As a corporate body, Hesket Parish Council has responsibilities as an employer, a service provider and a public authority. The Council will treat all its employees, partners and members of the public with dignity and respect, free from discrimination, victimisation and harassment.

Legal position

Section 4 of the Equality Act 2010 defines nine protected characteristics: 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.

Our commitment

Hesket Parish Council

- understands its obligations under the Equality Act 2010
- is fully committed to its duty, imposed by Section 149 of the 2010 Act
- 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
- is an Equal Opportunities employer, provider of services and contractor. It is committed to the promotion, maintenance and protection of the rights of individuals. The Council is committed to making full use of the talents and resources of its employees.

The Council will ensure that all recipients of the services delivered directly by the Council are guaranteed the same opportunity. All policies of the Council will be designed to support the principles and practices of equal opportunity, to foster a fully integrated community and maintain racial harmony.

The Council as an Employer

The Purpose of this policy is to provide equal opportunities to all employees or prospective employees, irrespective of their characteristics (unless there are genuine qualifications or objectively justified reasons for a different approach to be taken) We oppose all forms of unlawful and unfair discrimination, victimisation or harassment on the grounds of any protected characteristics defined in the Equality Act 2010.

All employees, whether full-time, part-time, fixed contract, agency workers or temporary, will be treated fairly and equally. Selection for employment, promotion, training, remuneration or any other benefit will be on the basis of aptitude and ability.

All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the council.

Every employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.

Breaches of our Equal Opportunities Policy will be regarded as misconduct and could lead to disciplinary proceedings.