



Bradwell Parish Council

Norfolk

Equal Opportunities Policy

Approval and Revision Table

Review / Amendment Date	Section / Clause amended	Date of Council Adoption
n/a	New policy	29 Aug 23
	Cllr Barron to review	



Bradwell Parish Council: Equal Opportunities Policy

1. EQUAL OPPORTUNITIES POLICY

The aim of this policy is to communicate the commitment of the Parish Council to the promotion of equality of opportunity in the organisation. It is the policy of the Parish Council to treat all volunteers, members and anyone who may work for it equally, irrespective of:

- Gender, including gender reassignment;
- Marital or civil partnership status;
- Having or not having dependents;
- Religious belief or political opinion;
- Race (including colour, nationality, ethnic or national origins);
- Disability;
- Sexual orientation;
- Age.

The Parish Council is opposed to all forms of unlawful and unfair discrimination. All members, volunteers and others who may work for the Parish Council will be treated fairly and will not be discriminated against on any of the above grounds.

The Parish Council has a legal obligation to ensure that it and its employees and volunteers do not discriminate on any of the grounds listed below. The Parish Council is also aware of potential areas for discrimination, which although not specifically prohibited under legislation, nevertheless bear no relationship to an individual's ability to effectively perform the job or role applied for and therefore should not be taken into account in employment or any voluntary work decisions, e.g. an individual's language, personal circumstances or background.

2. Relevant legislation (if applicable)

- **Equality Act 2010** - Provides a single, consolidated source of discrimination law, covering all the types of discrimination that are unlawful. It extends protection against discrimination in the following nine areas (these are called protected characteristics):
 - age
 - disability
 - gender reassignment
 - marriage and civil partnership
 - pregnancy and maternity
 - race
 - religion or belief
 - sex
 - sexual orientation
- **Public Sector Equality Duty** – The Equality Act 2010 introduced a single Public Sector Equality Duty (PSED), which means councils should have due regard to equality in all



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matters where the equality of anyone within the community could be affected. see para 12 for further information.

- **Employment Rights Act 1996** – provides certain dismissal protection to Trade Union Reps
- **Trade Union and Labour Relations (Consolidation) Act 1992 (TULRCA)** – see Employment Rights Act above.
- **Part Time Workers (Prevention of Less Favourable Treatment) Regulations 2000** - prevents discrimination of part time workers compared to full time workers.
- **The Fixed-Term Employees (Prevention of less favourable treatment) Regulations 2002** - prevents discrimination of fixed-term employees
- **Rehabilitation of Offenders Act 1974 and Exceptions Order 1975** – prevents discrimination against ex-offenders. The Exceptions Order means ex-offenders still have to disclose listed spent convictions if they are applying to work or volunteer in certain sectors.

3. Employees/Volunteers responsibilities

All employees/volunteers of the Parish Council have a responsibility for ensuring best equal opportunities practice and avoidance of unlawful discrimination. Each employee/volunteer is expected to adhere to the equal opportunities' information issued to them and where relevant, practically apply it. Disciplinary action will be taken against any employee/volunteer who is found to have committed an act of unlawful discrimination. Discrimination, harassment, bullying or victimisation may constitute gross misconduct and could lead to dismissal/suspension without notice. Serious acts of harassment may lead to a criminal offence.

All employees/volunteers should ensure that they do not discriminate against or harass other employees, volunteers or members of the public at any time during the course of their duties.

4. The Equal Opportunities Policy will help all those who volunteer, members or anyone who may work for the Parish Council to develop their full potential and the talents and resources of the workforce will be utilised fully to maximise the efficiency of the organisation.

The Parish Council is committed to:

- Promoting equality of opportunity for all persons;
- Promoting a good and harmonious working environment in which all persons are treated with respect;
- Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation;
- Fulfilling all legal obligations under the equality legislation and associated codes of practice;
- Complying with the Equal Opportunities Policy and any associated policies.

Anyone who believes that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter through the Chairman or Parish Clerk of Bradwell Parish Council. As such:

- Any complaint of discrimination will be dealt with seriously, promptly and confidentially.
- Any complaint of victimisation will be dealt with seriously, promptly and confidentially.