

Named Council: Pointon & Sempringham Parish Council

Equality and Diversity Policy

1 Introduction

Pointon & Sempringham Parish Council is committed to fulfilling its role as an employer, service provider, purchaser of goods and services and community leader without discrimination on the basis of age, disability, gender, gender reassignment, race, religion, pregnancy and maternity, marriage and civil partnerships and sexual orientation.

The Council supports the principles and practices of the Equality Act 2010 and recognises that it is the duty of the Councillors and employees to foster good community integration and adhere to the principles of equality for all.

2 The Equality Act 2010

The Equality Act 2010 applies to public bodies carrying out public functions. It supports good decision-making by ensuring public bodies carrying out public functions consider how different people will be affected by the activities, policies and services provided. It is unlawful for public bodies to discriminate against a person by treating them less favourably.

The Equality Act 2010 places a public-sector duty on Pointon & Sempringham Parish Council to consider the needs of all individuals in their day to day work – in reviewing policy, delivering services and in relation to our employees. There are three requirements:

- Eliminate discrimination and other conduct that is prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it.

The Act protects individuals from being discriminated against. This includes (but not limited to) the following characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and Civil Partnership
- Pregnancy and maternity
- Race
- Religion and belief
- Sex
- Sexual orientation

3 What we do value?

- We value people from all backgrounds and believe they have a right to be free from prejudice and discrimination.
- We believe that while people are all different, they have an equal right to benefit from opportunities.
- We recognise that discrimination can be overt or covert – open or hidden.
- We endeavour not to discriminate on the grounds of ability; age; colour; ethnic or national origin; gender; gender reassignment; intellect; marital status; nationality; race; religion or belief; sexual orientation; social or economic status (this is not an exhaustive list)
- Equality of opportunities is an integral part of what we do, not an after-thought.

4 How will we do this?

4.1 People (Council members, staff, volunteers and service users)

- We challenge discriminatory comments, and support colleagues in challenging discriminatory comments.
- We recognise that people on the receiving end of such behaviour may need support.
- We welcome discussion with people with special requirements to identify how their needs might be met.
- We make sure anyone providing information about discrimination is not victimised.

4.2 Services and the Community

- We ensure that any resources are balanced and reflect the diverse nature of the community.
- We endeavour to ensure that any resources are as accessible as possible to all abilities/cultures/languages of the community.
- To ensure that all those in the community are able to access Council owned buildings and open spaces.
- Working with others to ensure that Pointon, Sempringham and Millthorpe is a safe place in which to live, work or visit.
- The demographic profile of volunteers, staff, users and participants endeavours to be inclusive of the whole community wherever possible.

4.3 Procurement

- Demonstrating that all practicable steps are being taken to allow equal access and equal treatment in employment and service delivery for all, as appropriate to the nature of the contract concerned.

4.4 Meetings

- We endeavour to hold all meetings at a time and place suitable to the majority, if not to all.

4.5 Employment and volunteering

- We have a commitment to equal opportunities as part of any job description.
- We advertise as widely as possible, in accordance with needs and resources.
- We focus on ability, not disability.
- We treat all applicants fairly.
- We regularly review our procedures and application forms for staff and volunteers.
- Volunteers are as respected and supported as members of staff.
- We have an induction procedure for staff and volunteers

4.6 Training

- Staff and volunteers are encouraged to attend training relevant to their work.
- We encourage staff and volunteers to look at their personal/career development.

4.7 Disability Discrimination Act

- We seek advice on making information and premises accessible under the Disability Discrimination Act, where it is feasible to do so.
- We seek advice on recruitment and employment issues as necessary under the DDA.

5 The Law

This policy will be implemented within the framework of the relevant legislation, as updated, which includes:

- Equal Pay Act 1970
- Rehabilitation of Offenders Act 1974
- Sex Discrimination Act 1975
- The Protection from Harassment Act 1997
- Gender Reassignment Regulations 1999
- Race Relations (Amendment) Act 2000
- Equality Act 2010
- Marriage (Same Sex Couples) Act 2013

6 Monitoring and Reviewing

This policy will be monitored periodically by the council to judge its effectiveness and will be updated in accordance with changes in the law. [In particular, the council will monitor the treatment and outcomes of any complaints of harassment, sexual

harassment or victimisation we receive to ensure that they are properly investigated and resolved, those who report or act as witnesses are not victimised, repeat offenders are dealt with appropriately, cultural clashes are identified and resolved and workforce training is targeted where needed; the ethnic and gender composition of the existing workforce and of applicants for jobs (including promotion), and the number of people with disabilities within these groups, and will review its equal opportunities policy in accordance with the results shown by the monitoring . If changes are required, the council will implement them.

Information provided by job applicants and employees for monitoring purposes will be used only for these purposes and will be dealt with in accordance with relevant data protection legislation.

This is a non-contractual procedure which will be reviewed at least annually or as legislation dictates.

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Policy version reference: Equality Policy

Supersedes: Equality & Diversity 22

Date for next review: November 2025