

## **Buckland Parish Council Equality Policy**

Buckland Parish Council (“Council”) is committed to pursuing an equal opportunities approach in the employment of its staff and in every aspect of Council activity. Council recognises its statutory duties under legislation in terms of service provision and employment and is committed to meet them by complying with this policy.

It is unlawful to discriminate against an individual on the following grounds:

- age;
- disability;
- gender reassignment;
- marriage and civil partnership;
- pregnancy and maternity;
- race;
- religion or belief;
- sex;
- sexual orientation.

Under the Equality Act 2010 these are known as “protected characteristics”.

Council opposes all forms of unlawful and unfair discrimination whether it be direct or indirect discrimination, victimisation or harassment on the grounds of any of the protected characteristics defined in the Equality Act 2010.

The purpose of this policy is to provide:

- an equality of opportunity in the provision of services and access to Parish Council facilities; and
- to provide equal opportunities to all employees, irrespective of their characteristics (unless there are genuine occupational qualifications or objectively justified reasons for a different approach to be taken).

All employees, whether full-time, part-time, fixed term contract, agency workers or temporary staff, will be treated fairly and equally and selection for employment, promotion, training, remuneration or any other benefit will be on the basis of aptitude and ability. Council fully supports the right of all people to be treated with respect and dignity in the workplace and no form of intimidation, bullying or harassment will be tolerated.

Prospective candidates wishing to raise a complaint should do so, in writing, to the Clerk within 15 working days, at the latest, of the alleged incident. An investigation will then be conducted by the Clerk, or an independent person appointed for the purpose, who will report to the Council.

Council will comply with all current and future legislation referring to equality and diversity and will aim to promote good practice in all aspects of the organisation.

**Adopted : 10<sup>th</sup> July 2017. Next review date: July 2019.**

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