

## **North Hinksey Parish Council Equal Opportunities Policy**

NHPC opposes all forms of unlawful and unfair discrimination and recognises a requirement to adhere to all current legislation relating to equal opportunities. At the time of adopting this Policy the Equality Act 2010 was the primary legislation in force, and Council notes in particular section 149 on the Public Sector Equality Duty, which applies to all Parish Councils.

Under the Equality Act 2010 a public authority must, in the exercise of its functions, have due regard to the need to:

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The relevant protected characteristics are age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

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 organisation.

### **Commitment**

NHPC is fully committed to equal opportunities in the work place. Every employee is entitled to a working environment that promotes dignity and respect to all. No forms of intimidation, discrimination, victimisation, bullying or harassment will be tolerated. Breaches of the Council's Equal Opportunities Policy, either by NHPC Councillors or by other NHPC employees will be regarded as misconduct, and will be dealt with accordingly in line with relevant NHPC Policies.

### **Reporting Process**

If an employee feels that he/she has been unfairly treated regarding an equal opportunities matter then this should be reported to the Parish Clerk, or the Chairman of the Council (or Vice Chairman in their absence) as is deemed appropriate, using the processes detailed in the NHPC Grievance Policy.

Further advice, which is particularly recommended if the matter cannot be resolved internally, can be obtained from the relevant Government body, which at the time of adopting this Policy was the Equality Advisory Support Service (EASS).

*Adopted by North Hinksey Parish Council at its meeting on 25<sup>th</sup> November 2021.*