



Equalities Policy

Adopted 7th May 2024 Minute 23.24

1. Background

The Equality Act 2010 replaced the anti-discrimination laws with a single Act. It also strengthened the law in important ways to help tackle discrimination and inequality. The Act applies to all organisations which provide a service to the public or section of the public.

2. Council's commitment

Tisbury Parish Council is committed to meeting the varied needs and circumstances of employees and in ensuring that services are equally appropriate to all, without discrimination. The Council's goal is to support the development of strong, secure, self-reliant, self-confident communities, free from unlawful discrimination.

In support of this commitment, the Council has adopted a policy statement for employment and service delivery.

3. Employment

No Council employee or job applicant will receive less favourable treatment on the grounds of age, disability, gender reassignment, pregnancy and maternity, marriage and civil partnership, race, religion or belief, sex, sexual orientation, union activity or will be disadvantaged by conditions or requirements which cannot be justified.

4. Service delivery

The Council will ensure that its services, including the ones carried out in partnership with any other authority or agency, are available equally to all, regardless of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation, making sure that no one is disadvantaged by conditions or requirements which cannot be justified.

5. Legislation

The Council has legal and moral obligations specified in the Equality Act 2010, the Equal Opportunities Act 2010, the Sex Discrimination Acts 1975 and 2002, the Equal Pay Act 1970, the Race Relations Acts 1976 and 2000, Disability Discrimination Act 1995 and the Public Sector Equality Duty.

6. Public Sector Equality Duty

Section 149 of the Act imposes on public authorities a duty to take into account in the exercise of their functions:

- The need to eliminate discrimination and harassment, victimisation and any other conduct which 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.

7. Discrimination and harassment:

Tisbury Parish Council will take action to ensure that all forms of discrimination are eradicated from its policies and practices.

Discrimination occurs when someone is treated less favourably because of their age, disability, gender reassignment, marriage or civil partnership (in employment only), pregnancy and maternity, race, religion or belief, sex sexual orientation.

Legally, it is not necessary to prove that someone intended to discriminate: it is sufficient only to show that the outcome of an action was less favourable treatment. Less favourable treatment can take many forms - words, actions or failure to provide opportunities or services and can be perpetuated by individuals, groups or institutions.

8. Equality in employment

Tisbury Parish Council recognises the value of a workforce in which people from differing backgrounds are encouraged to introduce fresh ideas and perceptions, enabling it to deliver high quality services to all members of the community.

To underpin its commitment to equality in employment, the Council:

- Will ensure that all recruitment, selection and training procedures operate in a fair and non-discriminatory way, so that the best person to do the job is appointed;
- Will consult regularly with the Wiltshire Association of Local Councils and other agencies to identify gaps in its employment policies and take action to remedy them;
- Will consider sympathetically any request for flexible working, job-share, travel arrangements, child and dependent care leave and will guarantee interviews for disabled people who meet the essential criteria for a job;
- All posts will be advertised and applications will be welcomed from under-represented groups;
- All individuals will be selected, promoted and treated on the basis of their ability;
- Employees will be protected from harassment and the Council will provide an effective response to deal with perpetrators and support for complainants.

9. Equality in service delivery

Tisbury Parish Council is committed to ensuring that all residents and service users have equal and independent access to Council services and to creating an environment which is accessible to all.

The Council aims to ensure that all employees and contractors have the information they need to provide equality of opportunity and that this is reflected in their conduct. The Council will require, where legally possible, contractors to have equal opportunities policies.

10. Responsibilities

The accountabilities and responsibilities in relation to this policy can be summarised as follows:

Parish Councillors will take the lead in promoting equality, ensuring equality issues are given due consideration within their area of responsibility, in decision-making and in the monitoring of services.