



Equality and Diversity Policy

February 2019

The law on equality has been consolidated into the Equality Act 2010 which took effect 1 October 2010.

The law prohibits discrimination on certain grounds. To discriminate against someone means to treat them less favourably, to harass or victimise them, or to subject them to a provision, criterion or practice which puts them at a disadvantage. This is unlawful if it is on certain grounds, known as 'protected characteristics'. These are:

- Age
- Race
- Religion or belief
- Sex
- Sexual orientation
- Gender reassignment
- Pregnancy and maternity
- Disability

Stirchley and Brookside Parish Council Council is committed to promoting equality and diversity, providing an inclusive and supportive environment. The purpose of this policy is to provide equality and fairness. Our commitment is to:

- ensure that people are treated solely on the basis of their abilities and potential, regardless of race, colour, nationality, ethnic origin, religious or political belief or affiliation, trade union membership, age, gender, gender reassignment, marital status, sexual orientation, disability, socio-economic background, or any other inappropriate distinction
- promote diversity and equality for all staff and value the contributions made by individuals and groups of people from diverse cultural, ethnic, socio-economic and distinctive backgrounds
- promote and sustain an inclusive and supportive work environment which affirms the equal and fair treatment of individuals in fulfilling their potential and does not afford unfair privilege to any individual or group
- treat part time staff fairly and equally
- challenge inequality and less favourable treatment wherever practicable
- promote greater participation of under-represented groups of staff by encouraging positive action to address inequality

- promote an environment free of harassment and bullying on any grounds in relation to all staff.

Responsibilities

- Stinchley and Brookside Parish Council has ultimate responsibility for the effective implementation of the policy. The policy will be reviewed at least every two years, to ensure it remains consistent with the law and best practice.
- The Personnel Sub Committee is responsible for monitoring the implementation of all equal opportunities policies and procedures and reporting to the Full Council.
- All members of staff remain personally responsible for ensuring that they act within the law. The Clerk is responsible for ensuring that all staff perform their duties in a lawful manner and that proper training and support is provided accordingly.

Monitoring

- The Personnel Sub Committee will monitor the effectiveness of the policy and all associated equality action plans.

Review: February 2021