

# **Keadby with Althorpe Parish Council EQUALITY POLICY**

## **1.0 Policy Statement**

1.1 Keadby with Althorpe Parish Council Parish Council is committed to pursuing an equal opportunities approach in the employment of its staff

1.2 This Parish Council is committed to promoting equal treatment for any employees or job applicants irrespective of:

- Age;
- Disability;
- Gender reassignment;
- Race;
- Religion/belief;
- Sex;
- Sexual orientation;
- Marriage/civil partnership; and
- Pregnancy/maternity

Which are protected characteristics under the Equality Act 2010 and that this is managed in such a way this Parish Council complies with Equal Opportunities legislation and Codes of Practice.

## **2.0 Contractors and Suppliers**

2.1 This Parish Council will ensure, so far as is reasonably practicable, that all contractors and suppliers carrying out work on behalf of the Parish Council have the appropriate policies and working practices in place to ensure Equality of Opportunity and to comply with the requisite equality legislation and guidance.

## **3.0 Management and Supervision of this Policy**

### **3.1 Parish Councillors**

3.2 Parish Councillors have overall responsibility for the direction and scrutiny of this policy and will ensure that the principles of fairness and equality guide the decision making process.

### **Clerk**

3.3 It is the responsibility of the Clerk to:

- Ensure that within devolved areas of responsibilities, the standards established within this policy are followed;
- Advise the Parish Council on changing legislative standards as regards this policy.

#### 3.4 Breaches of Policy

Any breach of the Equal Opportunities Policy will be dealt with through the disciplinary procedure. Serious offences such as harassment and victimisation may be treated as gross misconduct.

#### 4.0 **Complaints**

If an employee who has a concern regarding the application of this policy should make use of the Parish Council's grievance procedure.

#### 5.0 **Information and Training**

5.1 Employees will be provided with appropriate training regardless of age, disability, gender reassignment, race, religion/belief, sex, sexual orientation, marriage/civil partnership, and pregnancy/maternity.

8.2 The Parish Council will:

- Seek to ensure that all employees are developed by the provision of appropriate and accessible learning opportunities in line with organisational needs;
- Provide training that complies with the Parish Council Equalities Policy;

#### 6.0 **Monitoring Arrangements**

9.1 The Parish Council will establish appropriate information and monitoring systems to assist the effective implementation of this Policy.

Note: It should be noted that the Keadby with Althorpe Parish Council has just one paid employee and this is the Clerk