

SHADINGFIELD, SOTTERLEY WILLINGHAM AND ELLOUGH

Joint Parish Council

Equal Opportunities Policy

1.1 The Council is an equal opportunity employer. We are committed to ensuring within the framework of the law that our workplaces are free from unlawful or unfair discrimination because of Protected Characteristics as defined by the Equality Act 2010. We have adopted this policy as a means of helping to achieve these aims.

1.2 The Protected Characteristics are –

- Age
- Disability
- Gender Reassignment
- Race
- Religion or Belief
- Sex
- Sexual Orientation
- Marriage and Civil Partnership
- Pregnancy and Maternity

The Council will not tolerate harassment, bullying, discrimination or prejudicial behaviour towards any individual.

When decisions are made about an individual with the regard to employment, the only personal characteristics to be taken into account are those that are necessary to the proper performance of the work involved.

What is discrimination?

1.4 **Direct discrimination** – when someone is treated less favourably than another person because of a Protected Characteristic.

1.5 **Associative discrimination or discrimination by association** – direct discrimination against someone because they associate with another person who possesses a Protected Characteristic.

1.6 **Discrimination by perception** – direct discrimination against someone because it is thought that they possess a particular Protected Characteristic even if they do not actually possess it.

1.7 **Indirect discrimination** - occurs where an individual's employment is subject to an unjustified provision criterion or practice which e.g. one sex or race or nationality or age group finds more difficult to meet, although on the face of it the provision, criterion or practice is 'neutral'.

1.8 **Harassment** – unwanted conduct related to a relevant protected characteristic which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual. Employees may complain of such offensive behaviour even if it is not directed towards them personally.

1.9 **Harassment by a third party** – harassment of employees by third parties such as customers or clients.

1.10 **Victimisation** – when an employee is treated less favourably because they have made or supported a complaint or raised a grievance under the Equality Act 2010 or are suspected of doing so.

Shadingfield Sotterley Willingham and Ellough Joint Parish Council, in its relationships with Councillors, employees, the general public and contractors, will aim not to disadvantage any individual and will take disciplinary action against employees found to be practicing any form of discrimination, harassment or bullying of another person.

Councillors must declare any vested interests when discussing planning applications, contracts or appointment of employees. These must be recorded in a register (as in Model Code of Conduct Order 2007 Part 2 & 3).

Date of adoption: 26 July 2023	Chair: C Ellis
Date of next review: 2025	Clerk: S C Blackburn