



LISS PARISH COUNCIL EQUAL OPPORTUNITIES POLICY

Liss Parish Council (“LPC”) is opposed to all forms of unlawful or unfair discrimination whether it be direct or indirect discrimination or harassment. This policy should be read in conjunction with LPC’s Dignity at Work, Bullying and Harassment Policy.

1. PURPOSE AND SCOPE

LPC believes that every employee is entitled to a working environment that promotes dignity and respect to all.

No form of intimidation, bullying, victimisation or harassment will be tolerated.

This policy is fully supported by all LPC councillors.

LPC understands its obligations under the Equality Act 2010 and is fully committed to its duty imposed by Section 149 of that Act.*

LPC is an Equal Opportunities employer and provider of services and contractor. It is committed to the promotion, maintenance and protection of the rights of individuals.

2. KEY PRINCIPLES

LPC will provide equal opportunities to all its employees (unless there are genuine occupational, qualification or objectively justified reasons for a different approach to be taken).

LPC will treat all employees fairly and equally whether full-time, part-time, fixed term contract, agency workers or temporary staff.

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 LPC.

LPC will oppose all unjustified discrimination proscribed by law on the grounds of age, disability,

gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

LPC will ensure that all recipients of the services delivered directly by LPC are guaranteed the same opportunity and is committed to ensuring that services are relevant and responsive to the needs of all communities and recognises that all members of the community have specific needs and will strive to meet those needs.

LPC values all members of the community and will treat people with dignity and respect and will not tolerate discrimination, harassment or victimisation of its service users or communities.

LPC will encourage and develop all employees to support and carry out the requirements of the Equal Opportunities Policy.

3. PROCEDURE

Any employee suffering discrimination or harassment in their employment is encouraged to make an informal complaint or raise a formal grievance under LPC's Grievance Policy.

Employees are encouraged to raise any incidents of discrimination or harassment by members of the public with their Manager. LPC will take all practicable steps to protect its employees from discrimination or harassment by the public.

4. DISCIPLINARY MATTERS

Any employee breaching LPC's equal opportunities policy will be regarded as committing serious misconduct and will be subject to disciplinary proceedings.

Allegations of discrimination by LPC Councillors may result in referral to the Standards Process as a contravention of the Members Code of Conduct.

5. REVIEW

This policy will be monitored and subject to regular review.

Adopted by Liss Parish Council on 10th April 2017.

To be reviewed in 2020.

*Note

Section 149 of the 2010 Act imposes a duty on Parish Councils to take into account:-

- the need to eliminate discrimination and harassment, victimisation and any other conduct that is prohibited by or under the Act
- to advance equality of opportunity between persons who share a relevant protected characteristic¹ and persons who do not share it
- to foster good relations between those who share protected characteristics and those who do not

¹ “Protected Characteristics” are defined in section 4 of the 2010 Act and are:-

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation