

# BARNBY IN THE WILLOWS PARISH COUNCIL

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## EQUALITY AND DIVERSITY POLICY

The aim of this policy is to affirm the commitment of Barnby in the Willows Parish Council, its Members and Officer(s) to meeting the Public Sector Equality Duty which came into force on 5 April 2011. The aims of the Equality Duty are to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the 2010 Equality Act.
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- Foster good relations between people who share a protected characteristic and people who do not share it.

The Public Sector Equality Duty ensures that all public bodies play their part in making society fairer by tackling discrimination and providing equality of opportunity for all.

To discriminate against someone means to treat them less favourably, to harass or victimise them or subject them to a provision, criterion or practice which puts them at a disadvantage. Under the terms of the 2010 Equality Act, it is unlawful to discriminate against an individual on the grounds of the following protected characteristics:

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

Barnby in the Willows Parish Council is opposed to and will challenge all forms of unlawful and unfair discrimination. All people and employees will be treated fairly and will not be discriminated against on any of the above grounds. All decisions of the Council will be made objectively and without unlawful discrimination.

Barnby in the Willows Parish Council aims to create a culture that respects and values each other's differences and promotes dignity, equality and diversity, allowing all individuals and groups to realise their potential and contribute fully to the community.

All employees will be treated fairly and equally. Selection for employment, promotion, training, remuneration or any other benefit will be on the basis of aptitude and ability. Employees are entitled to complain about discrimination, harassment or victimisation through the Council's Grievance Procedure.

Barnby in the Willows Parish Council aims to provide equality and fairness to all in the community and expects all Members and Officers to be aware of and understand the Equality Act 2010. Breaches of the Council's Equality Policy will be regarded as serious misconduct.