Reviewed 20.6.2018. No changes made

Reviewed 6.8.19. No changes made. Reviewed and approved 12.10.2020 No changes made. Reviewed and approved 8.11.21 no changes.

Hopton-on-Sea Parish Council
Equality Policy

1. BACKGROUND

The Equality Act 2010 replaced the existing anti-discrimination laws with a single Act. It simplified the law removing inconsistencies and making it easier for people to understand and comply with. It also strengthened the law in important ways to help tackle discrimination and inequality.

The Act applies to all organisations that provide a service to the public or a section of the public.

2. COUNCIL'S COMMITMENT

Hopton-on-Sea Parish Council aims to ensure that our services meet the varied needs and expectations of the local people and that everyone has equal access to all services regardless of age, gender, sex and sexual orientation, disability, marital status, ethnicity, religious belief or any other individual characteristics.

In order to promote equality of access to services the Council will aim to ensure the following:

- Eliminate discrimination, harassment and victimisation.
- The Council will monitor and take into account residents' views.
- The services provided are in response to the needs of the entire community.
- The information on services is widely available to ensure maximum awareness of provisions.
- That in advertising and publicity the Council will be presented as an authority committed to promoting equality of access to employment and services.
- That staff will be consulted and their contribution valued in the information and promotion of equality of access to Council services.
- That staff will be trained and supported in carrying out their duties in line with implementing equal opportunities policies.

3. MONITORING

The Parish Clerk will establish appropriate systems to monitor the service delivery on the basis of age, gender, sex and sexual orientation, disability,

marital status, ethnicity, religious belief or any other individual characteristics to ensure that they act fairly and without discrimination.

4. EMPLOYMENT

It is the policy of Hopton-on-Sea Parish Council to afford equal treatment to all its employees and prospective employees. The aim of this policy is to ensure that no job applicant or employee receives less favourable treatment on the grounds of race, colour, nationality, sex or sexual orientation, marital status, physical or other handicap.

Whilst the main responsibility for providing equal opportunity rests with the Council, individual employees also have responsibilities. The elimination of discriminatory practices depends upon the co-operation of all employees. In particular employees should:

- Co-operate with measures introduced to make sure there is equality of opportunity without discrimination.
- Ensure that they do not discriminate against colleagues.
- Draw the Parish Clerk's attention to discriminatory acts or practices.
- Not victimise individuals on the grounds that they have made a complaint or provided information about discrimination.
- Not harass, abuse, bully or intimidate employees.

Where employees commit such acts in the course of their employment it will be considered a disciplinary matter and the appropriate action taken.