

# Marston Sicca Parish Council

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## **EQUALITY POLICY**

Marston Sicca Parish Council is committed to encouraging equality and diversity and eliminating unlawful discrimination.

Marston Sicca Parish Council's intention is to be an effective Equal Opportunities organisation. This policy is to:

1. As an employer, to provide equal opportunities to all employees irrespective of their characteristics. In accordance with the Equality Act 2010 protected characteristics, to not unlawfully discriminate because of age, disability, gender reassignment, marriage and civil partnerships, pregnancy and maternity, race, religion or belief, sex (gender) and sexual orientation.
2. Ensure all employees treat one another with mutual respect. Create a working environment free of bullying, harassment, victimisation & unlawful discrimination, promoting dignity & respect for all.
3. Oppose all forms of unlawful discrimination. This includes equality in pay and benefits, terms & conditions of employment, dealing with grievances and discipline, redundancy, leave for parents, requests for flexible hours and training & development opportunities.
4. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, the public and any others connected with the organisations work activities. Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures.
4. Ensure all services provided by or on behalf of, the Parish Council are made accessible to all individuals and groups equally and without discrimination.
5. As a service provider, to promote good practice to all service users ensuring individuals are treated with respect. Actions, behaviour, and attitudes should consistently demonstrate respect for the dignity and worth of an individual.
6. Marston Sicca Parish Council will, wherever appropriate, work in partnership with other agencies in the area, including the county and district councils, voluntary groups, and community organisations to promote equal opportunities.
7. Ensure that, wherever practical, all public buildings and premises owned or managed by the Parish Council are accessible to all.
8. All Councillors and employees are responsible for implementing the Councils Equal Opportunities Policy.

Policy adopted: December 2021

Reviewed December 2024