**General Purpose Working Party**

Adopted 24th November 2015

Reviewed January 2019 with no changes made

Reviewed October 2020 with no changes made

**Burwell Parish Council**

**Equal Opportunities Policy**

The Council as a corporate body, has responsibilities as an employer, a service provider and a public authority, but both members and employees as individuals also have responsibilities as well as rights.

The Council will treat all its employees, partners and customers with dignity and respect, free from discrimination, victimisation and harassment.

**LEGAL POSITION**

Under the Equalities act 2010 it is unlawful to discriminate against an individual on the following grounds:

* **Age**
* **Disability**
* **Gender Reassignment**
* **Marriage and civil partnership**
* **Pregnancy and maternity**
* **Race**
* **Religion and belief**
* **Sex**
* **Sexual orientation**

These are known as the ‘protected characteristics’ in section 4 of the 2010 Act.

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 characteristic and persons who do not share it.**
* **To foster good relations between those who share protected characteristics and those who do not.**

**OUR COMMITMENT**

Burwell Parish Council is committed to the principles of equal opportunities and declares its opposition to any form of less favourable treatment, whether through direct or indirect discrimination. As an equal opportunities employer, provider of services and contractor it is committed to the promotion, maintenance and protection of the rights of individuals. It will ensure that all recipients of the services delivered directly by the Council are guaranteed the same opportunity.

**THE COUNCIL AS AN EMPLOYER**

All employees will be treated fairly and equally. Selection for employment, training, remuneration or any other benefit will be on the basis of aptitude and ability. No form of intimidation, bullying or harassment will be tolerated. Breaches of our Equal Opportunities Policy will be regarded as misconduct.

**THE COUNCIL AS A SERVICE DELIVERER**

The Council’s clients have the right to expect fair and non-discriminatory treatment whilst participating in or receiving any of the council’s services or activities.

As a service provider we will:

* Ensure our buildings are as accessible as possible by making reasonable adjustment.
* Make revisions to service delivery where necessary or appropriate.
* Expect all suppliers and contractors to comply with their statutory duties under existing law including the Equality Act 2010

Adherence to the principles and practices contained within this policy will be monitored on a regular basis.