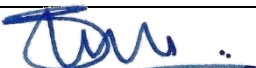




Griston Parish Council

POLICY 006 – EQUALITY

Revision	Date	Author	Approval
0 – Draft for Comment	12 December 2024	S Barber	n/a
Issue 1	7 Jan 2025		Council meeting 9 Jan 2025

This policy is to be reviewed and reissued by the end of March in each calendar year.

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1. General Statement

Griston Parish Council ('the Council') is committed to providing and promoting equal opportunities, eliminating discrimination and encouraging diversity in the Community, by creating a culture that respects and values each other's differences and which promotes dignity, equality and diversity.

2. Legislation

The Equality Act 2010 ('the Act') replaced previous anti-discrimination laws with a single Act, simplifying the law and making it easier for people to understand and comply with it. It also strengthens the law in important ways to help tackle discrimination and inequality using nine 'protected characteristics':

- Age
- Disability
- Gender
- Marital and civil partnership status
- Pregnancy and maternity
- Race
- Religion and beliefs
- Sexual orientation
- Ethnic origin
- Nationality

3. Purpose



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The Council recognises that supporting equality is of primary importance as a representative body. This policy will help Councillors, employees of the Council, volunteers, suppliers and Parishioners to develop a sound understanding and effective policies that impact on the local community, whilst ensuring that the Council meets its duty under the Act and any other subsequent Acts.

4. Scope

This policy applies to all employees, volunteers, contractors, suppliers and elected members of the Council. It is the responsibility of every employee and Councillor to ensure that they do not discriminate in any way, with a duty to uphold equal opportunity principles. Any breach of this policy will be dealt with appropriately in accordance with Policy 004 – Discipline & Grievance.

5. Responsibilities

The Act applies to public bodies and others carrying out public functions. It supports good decision-making by ensuring public bodies consider how different people will be affected by the activities, policies and services provided.

The Act places a Public Sector Duty on Griston Parish Council to work to:

- Eliminate discrimination, harassment and victimisation
- Advance equality of opportunity between persons who share a protected characteristic and persons who don't
- Foster good relations between persons who share a relevant protected characteristic and persons who don't
- Never discriminate against any individual or group

6. Commitments

The Council supports the principles and practices of the Act and recognises that it is the duty of all Councillors and employees to accept their personal responsibility for fostering a fully integrated community at work by respecting and adhering to the principles of equality for all.

The Council commits to actively promote equality through the application of behaviours and policies to ensure fair, equitable and consistent treatment with regard to their relevant aptitudes, potential, skills, experiences and abilities.

The Council is committed to:

- Promoting equality of opportunity for all persons
- Promoting a good and harmonious environment in which all persons are treated with respect and valued
- Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimization



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- Fulfilling its legal obligations under the Equality Act 2010 and any subsequent legislation.