



NEWICK PARISH COUNCIL

POLICY STATEMENT EQUALITY ACT 2010

The Parish Council under the Act has a General Duty to:

- a) eliminate unlawful discrimination against individuals on the following grounds:
- age
 - disability
 - gender reassignment
 - marriage and civil partnership
 - sex (gender)
 - pregnancy and maternity
 - race
 - religion or belief
 - sexual orientation

Under the Equality Act 2010 these are known as “protected characteristics”.

- b) provide equality of opportunity for all groups and individuals in the parish
- c) ensure policies and functions that the Parish Council develops or undertakes will be impact assessed in terms of equality and diversity.
- d) ensure consideration will be given to all suitable applicants when the Parish Council is employing staff (as described in SLCC Advice Note dated August 2013).

PURPOSE:

The purpose of this policy is to provide equal opportunities to all employees and parishioners irrespective of their characteristics (unless there are genuine occupational qualifications or objectively justified reasons for a different approach to be taken). The Council opposes all forms of unlawful and unfair discrimination whether it be direct or indirect discrimination, victimization or harassment on the grounds of any of the protected characteristics defined in the Equality Act 2010.

This is to ensure that as a public authority the Council will make equality a central part of its functions such as planning, policy making, service delivery regulations, inspections, enforcement and employment.

Reviewed and approved 27/10/2015

Signed:
Chairman Newick Parish Council