

# Funtington Parish Council

## Equality and Diversity Policy

Version	1
Name of ratifying body	Funtington Parish Council
Date ratified	October 2022
Policy owner	Clerk: Funtington Parish Council
Date issued	October 2022
Review date	October 2024 (unless requirements change)
Electronic location	Funtington Parish Website <a href="http://www.funtingtonpc.org">www.funtingtonpc.org</a>
<p>In the case of hard copies of this policy the content can only be assured to be accurate on the date of issue marked on the document.</p> <p>For assurance that the most up to date policy is being used, staff should refer to the version held on the Funtington website <a href="http://www.funtingtonpc.org">www.funtingtonpc.org</a></p>	

## 1. Introduction

Funtington Parish Council (the Council) recognises that certain individuals and groups may be discriminated against on a number of grounds.

The Council is committed to working towards eliminating all forms of discrimination, both through its own work and through its policies and procedures

## 2. Aims and Objectives

This policy aims to outline the Council's commitment to ensuring equality of opportunity and equal treatment for everyone who is involved with the Council, or uses its services. That may be in terms of employment or by any other arrangement. It also provides guidance on anti-discriminatory practice.

## 3. The Law

**The Equality Act 2010 (the Act)** applies to public bodies and others carrying out public functions and ensures those bodies consider how different people will be affected by the activities, policies and services provided. The Act makes it illegal to discriminate against anyone because of the following 'protected characteristics'

- age
- gender
- gender reassignment
- being married or in a civil partnership
- pregnancy / maternity leave
- disability
- race including colour, nationality, ethnic or national origin
- religion or belief
- sex
- sexual orientation

It also encompasses those principles, as set out in other relevant legislation, including the:

- Rehabilitation of Offenders Act 1974
- Sex Discrimination Act 1975
- Gender Reassignment Regulations 1999
- Race Relations (Amendments) Act 2000
- Disability Discrimination Act 1995
- Protection from Harassment Act 1997

**Discrimination** can come in one of the following forms:

- direct discrimination - treating someone with a protected characteristic less favourably than others;
- indirect discrimination - putting rules or arrangements in place that apply to everyone, but that put someone with a protected characteristic at an unfair disadvantage;
- harassment - unwanted behaviour linked to a protected characteristic that violates someone's dignity or creates an offensive environment for them; and
- victimisation - treating someone unfairly because they've complained about discrimination or harassment

#### **Action against discrimination**

The Council is able to, and will, take action to voluntarily help people with a protected characteristic: this is known as 'positive action'. Taking positive action is legal if people with a protected characteristic:

- are at a disadvantage;
- have particular needs; and
- are under-represented in an activity or type of work

#### **4. Process**

- a. All equality concerns will be dealt with on a formal basis. To raise your concerns formally, you should do so in writing marked 'Private and Confidential' and send to the Parish Clerk (the Clerk) who will acknowledge it in writing; normally within 7 days of receipt. NB: you should keep a copy of your letter.
- b. The Clerk, in consultation with the Chair of the Council, will investigate the matter raised
- c. Within a reasonable time frame - normally 21 days - the Clerk will write to you with the results of the investigation and any actions taken, or to be taken. [Should your concern involve the Chair of the Council, an alternate councillor will consult and investigate with the Clerk].
- d. If you are dissatisfied with the outcome of the investigation, you have the right to have your concerns heard by a panel of at least three members of the Council. Should a panel become necessary, you will be advised of the panel process and your rights within that process.
- e. The decision of the panel will be final.

#### **5. Equality Commitment**

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, by respecting and adhering to the principles of equality for all.

The Council will actively promote equality throughout the organisation through the unbiased application of policies, which will ensure that individuals receive treatment that is fair, equitable and consistent

The Council is committed to:

- promoting equality and diversity, and an inclusive and supportive environment for all;
- promoting an environment in which all persons are treated with respect and are valued;
- preventing direct or indirect discrimination, harassment, bullying and victimisation; and
- fulfilling its legal obligations under the Act and other relevant legislation