



THURMASTON PARISH COUNCIL

ELIZABETH PARK SPORTS & COMMUNITY CENTRE
CHECKLAND ROAD, THURMASTON
LEICESTER, LE4 8FN



TEL / FAX: 01162696347
EMAIL: clerk@thurmastonpc.gov.uk
WEBSITE: WWW.THURMASTONPC.ORG.UK

Clerk: Mrs. Tracey Harley
Deputy Clerk: Mrs Glynis Smith

Equalities Policy Statement

Purpose:

This policy sets out the Council's approach to equalities so that Members, employees, service users and the community as a whole are fully aware of the Council's commitment to equality in all of its activities.

Scope:

This policy applies to all Councillors and employees of Thurmaston Parish Council including trainee and apprentices. Agency staff, contractors and others working on its behalf whether paid or unpaid (for example casual contracts, those on work experience, volunteers etc) are also expected to adhere to this policy.

The Equality Act 2010:

Thurmaston Parish Council is committed to meeting its legal and moral obligations of eliminating all forms of discrimination. The Equality Act 2010 brought together separate pieces of legislation and covers nine protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race Religion and belief
- Sex
- Sexual orientation

The Council's Responsibilities:

Thurmaston Parish Council requires Councillors and employees to behave in ways that promote equality and are non-discriminatory. This applies to the way they behave towards members of the public in the delivery of services and to other employees in the course of their work. Councillors and Employees should participate actively in measures introduced by the Council to ensure that there is equality of opportunity and non-discrimination.



THURMASTON PARISH COUNCIL

ELIZABETH PARK SPORTS & COMMUNITY CENTRE
CHECKLAND ROAD, THURMASTON
LEICESTER, LE4 8FN



TEL / FAX: 01162696347
EMAIL: clerk@thurmastonpc.gov.uk
WEBSITE: WWW.THURMASTONPC.ORG.UK

Councillors and Employees should also draw the attention of management to alleged unlawful or unfair discriminatory acts or practices.

Councillors and employees should also be made aware that equality achieves fairness through treating everyone the same regardless of need, while equity achieves fairness through treating people differently depending on their need.

Public Sector General Equality Duty:

The General Equality Duty which came into force on 5 April 2011, replaces the three previous duties on race, disability and gender, bringing them together into a single duty, and extends it to cover age, sexual orientation, religion or belief, pregnancy and maternity, and gender reassignment. Public bodies are required to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations in the course of developing policies and delivering services. The aim is for public bodies to consider the needs of all individuals in their day to day work, in developing policy, in delivering services, and in relation to their own employees. In the event that any Councillor or employee is alleged to be in breach of this Policy, an investigation will be carried out in accordance with agreed STC procedures, including, where appropriate, disciplinary procedures. This Policy will be monitored to ensure it is working in practice and is updated where appropriate. Your Rights If you feel you have been unfairly discriminated against, you can follow the grievance procedure.

Related Policy Documents:

All Policies are affected by this Policy. More information can be found on the Government Equalities Website: <https://www.gov.uk/government/organisations/government-equalities-office>

Further Information:

A guide to the Equality Act can be found at the <https://www.gov.uk/government/organisations/government-equalities-office>

This Policy was adopted by Thurmaston Parish Council on