

ROLLESTON PARISH COUNCIL

EQUALITY AND DIVERSITY POLICY

Our commitment

Rolleston Parish Council is committed to meeting the varied needs and circumstances of its residents and employees and to ensuring that services are equally appropriate to all without discrimination. The Council's goal is to support the development of a strong, secure, self-reliant, self-confident community, free from unlawful discrimination. In support of this commitment, the Council has adopted an Equality and Diversity Policy.

This policy is intended to assist the Council to put this commitment into practice. Compliance with this policy should also ensure that Councillors and employees do not commit unlawful acts of discrimination.

The law

It is unlawful to discriminate directly or indirectly in recruitment or employment because of age, disability, sex, gender reassignment, pregnancy, maternity, race (which includes colour, nationality, caste and ethnic or national origins), sexual orientation, religion or belief, or because someone is married or in a civil partnership. These are known as "protected characteristics".

The Council will not discriminate against or harass a member of the public in the provision of services or goods. It is unlawful to fail to make reasonable adjustments to overcome barriers to using services caused by disability. The duty to make reasonable adjustments includes the removal, adaptation or alteration of physical features, if the physical features make it impossible or unreasonably difficult for disabled people to make use of services. In addition, service providers have an obligation to think ahead and address any barriers that may impede disabled people from accessing a service.

Types of unlawful discrimination

Direct discrimination is where a person is treated less favourably than another because of a protected characteristic.

Indirect discrimination is where a provision, criterion or practice is applied that is discriminatory in relation to individuals who have a relevant protected characteristic such that it would be to the detriment of people who share that protected characteristic compared with people who do not, and it cannot be shown to be a proportionate means of achieving a legitimate aim.

Harassment is where there is unwanted conduct, related to one of the protected characteristics (other than marriage and civil partnership, and pregnancy and maternity) that has the purpose or effect of violating a person's dignity; or creating an intimidating, hostile, degrading, humiliating or offensive environment. It does not matter whether or not this effect was intended by the person responsible for the conduct.

Approved 7/5/24

Associative discrimination is where an individual is directly discriminated against or harassed for association with another individual who has a protected characteristic.

Perceptive discrimination is where an individual is directly discriminated against or harassed based on a perception that he/she has a particular protected characteristic when he/she does not, in fact, have that protected characteristic.

Third-party harassment occurs where an employee is harassed and the harassment is related to a protected characteristic, by third parties.

Failure to make reasonable adjustments is where a physical feature or a provision, criterion or practice puts a disabled person at a substantial disadvantage compared with someone who does not have that protected characteristic and the employer has failed to make reasonable adjustments to enable the disabled person to overcome the disadvantage.

Equal opportunities in employment

The Council will avoid unlawful discrimination in all aspects of employment including recruitment, promotion, opportunities for training, pay and benefits, discipline and selection for redundancy.

.Equality in Service Delivery

The Council will not discriminate unlawfully against those using or seeking to use the services provided by the Council.

The Council aims to ensure that all Councillors, employees, contractors, and stakeholders/community partners have the information they need to provide equality of opportunity and that this is reflected in their conduct. The Council will require, where legally possible, partners and contractors to have equal opportunities policies and will seek sufficient information and evidence that compliance with equalities legislation is genuine.

Responsibilities

The accountabilities and responsibilities in relation to this Policy can be summarised as follows:

Parish Councillors – Take the lead in promoting equality and diversity, ensuring issues are given due consideration within their area of responsibility, in decision-making and in monitoring services and service delivery.

The Parish Clerk – Will actively support and assist the equality and diversity work by monitoring the performance of the Parish Council's services, agreeing the necessary action, and maintaining a commitment to the Council's equalities work.

Monitoring and review

This policy will be monitored periodically by the Council to judge its effectiveness and will be updated in accordance with changes in the law.