

Horsley Parish Council

Equality Policy

The Equality and Diversity Policy was adopted by Full Council at its Meeting on 24 April 2018.

The Equality Act 2010 came into force on 1 October 2010. The 2010 Act replaces previous legislation (Sex Discrimination Act 1995, Race Relations Act 1976, Disability Discrimination Act 1995 and the Equal Pay Act 1970).

The Public Sector Equality Duty is a key measure in the Act which came into force on 5 April 2011. All public bodies and organisations carrying out public functions have a duty to consider the needs of all individuals in their day to day work – in shaping policy, in delivering services and in relation to their own employees. The Public Sector Equality Duty ensures that all public bodies play their part in making society fairer by tackling discrimination and providing equality of opportunity for all.

Horsley Parish Council is committed to providing and promoting equal opportunities, eliminating discrimination and encouraging diversity in the Community.

This policy applies to councillors, employees, volunteers, contractors and members of the public in their dealings with the Council and ensures the Council meets its duty under the Equality Act 2010.

Staff and volunteers (including Councillors) of Horsley Parish Council have a duty to act within this policy, ensure it is followed, and to flag any suspected discriminatory acts or practices.

The Equality Act 2010 protects individuals from discrimination due to the following 'protected characteristics':

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

Types of discrimination include:

- Direct discrimination – occurs when someone is treated less favourably than another person because of a protected characteristic.
- Indirect discrimination – occurs when someone applies a 'provision, criterion or practice' which disadvantages a person with a protected characteristic.

- Harassment – defined as ‘unwanted conduct related to a protected characteristic, which has the purpose or effect of violating an individual’s dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual.’
- Victimisation – occurs when a person is subjected to detriment because they have made or supported a complaint under the 2010 Act or because they are suspected of doing so.