

BRACEBRIDGE HEATH PARISH COUNCIL

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Equality policy

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1 Purpose

- 1.1 The purpose of this policy is to outline the commitment of Bracebridge Heath Parish Council in promoting and ensuring equal opportunities are provided to all role holders and residents in the provision of services and access to Parish Council facilities.
- 1.2 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 or the identified additional unfair grounds.
- 1.3 The Equality Policy underpins all policies, procedures and strategies, therefore providing a strong foundation for equality in the Council and the services it provides.

2 Scope

- 2.1 This policy applies to all employees, volunteers, contractors and elected members of Bracebridge Heath Parish Council hereby known as 'role holders'.
- 2.2 It is the responsibility of every role holder to ensure that they do not discriminate in any way. All role holders have a duty to uphold equal opportunity principles.

3 Policy statement

- 3.1 Bracebridge Heath Parish Council recognises its statutory duties under legislation in terms of service provision and employment and is committed to meet them by complying with this policy.

4 Equality Act 2010

- 4.1 The Equality Act 2010 applies to public bodies and others carrying out public functions. It supports good decision-making by ensuring that public bodies consider how different people will be affected by the activities, policies and services they provide.
- 4.2 The Equality Act 2010 places a duty on Bracebridge Heath Parish Council to work to:
 - eliminate discrimination, harassment, victimisation and any other conduct prohibited under the Act;
 - advance equality of opportunity between different groups;
 - foster good relations between different groups.
- 4.3 No individual will be discriminated against. This includes but is not limited to the following characteristics (known as protected characteristics under the Act):
 - age;
 - disability;
 - gender;
 - marital status and civil partnerships;
 - pregnancy and maternity;
 - race;
 - religion and beliefs;
 - sexual orientation;
 - ethnic origin;

- nationality.

5 Equality commitments

5.1 Equality of opportunity in employment, training and organisational development

- 5.1.1 All role holders regardless of their contracted position will be treated fairly and equally.
- 5.1.2 All role holders will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the council.
- 5.1.3 Every role holder is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- 5.1.4 Breaches of the Parish Council's equal opportunities policy will be regarded as serious misconduct and could lead to disciplinary proceedings.
- 5.1.5 Role holders are entitled to complain about discrimination or harassment or victimisation through the council's grievance procedures. Prospective candidates wishing to raise a complaint should do so, in writing, to the Clerk to Council within 15 working days, at the latest, of the alleged incident. An investigation will then be conducted by the Clerk, or an independent person appointed for the purpose, who will report to the Council.

5.2 Equality of opportunity in service delivery

- 5.2.1 The Parish Council is committed to equality of opportunity in the provision of services and access to its facilities. The Council will deliver services that are relevant, accessible and of the highest quality possible.
- 5.2.2 The Parish Council supports the principles and practices of the Equality Act 2010 and recognises that it is the duty of all role holders to foster a fully integrated community by respecting and adhering to the principles of equality for all.

6 Responsibilities & review

- 6.1 The Personnel committee is responsible for reviewing this policy on a biennial basis or in response to changes in the law.

7 Related legislation, policies and guidance

- 7.1 This policy is not a substitute for legislation, regulations and codes of practice but defines how the Council will apply the relevant legislation. Related legislation, policies and guidance are listed below:
 - Equality Act 2010
 - Equal Pay Act 1970
 - Rehabilitation of Offenders Act 1974

- Sex Discrimination Act 1975
- Gender Reassignment Regulations 1999
- Race Relations (Amendment) Act 2000
- Disability Discrimination Act 1995
- The Protection from Harassment Act 1997
- Marriage (Same Sex Couples) Act 2013.

8 Version control and amendment history

Date approved	Version Number	Revision / amendments made	Review date
August 2016	1.0	New policy	July 2017
October 2017	1.1	Reviewed - no amendments	October 2018
February 2019	1.2	Rewritten, new template	February 2021
February 2021	1.3	Updated committee name	February 2023
October 2023	1.4	Updated document header; responsibility for review updated to Personnel committee	October 2025