

Granborough Parish Council

Equality Policy

Adopted: 22nd May 2018; updated 24th July 2025

1. Introduction

Granborough Parish Council is committed to providing an effective Equal Opportunities Policy as an integral part of its service provision.

As a small parish council with only one employee and no buildings, vehicles, or assets for service provision, the scope of this policy is limited.

The Council, as a corporate body, has responsibilities as an employer and a public authority but recognises that both members and employees also have responsibilities as well as rights.

The Council will treat its employee, partners, and customers with dignity and respect, free from discrimination, victimisation, and harassment.

2. Legal Position

Under the Equality Act 2010, it is unlawful to discriminate against an individual on the following grounds:

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

These are known as ‘protected characteristics’ in Section 4 of the Equality Act 2010.

Section 149 of the Act imposes a duty on Parish Councils to:

- Eliminate discrimination, harassment, victimisation, and other prohibited conduct;
- Advance equality of opportunity between persons who share a protected characteristic and those who do not; and

- Foster good relations between those who share protected characteristics and those who do not.

3. Our Commitment

Granborough Parish Council understands its obligations under the Equality Act 2010 and is fully committed to its duty under the Act.

The Council is committed to the principle of equal opportunities and declares its opposition to any form of less favourable treatment, whether through direct or indirect discrimination on the grounds of any protected characteristic.

The Council is an Equal Opportunities employer, provider of services, and contractor. It is committed to promoting, maintaining, and protecting the rights of individuals and to making full use of the talents and resources of its employees.

All recipients of Council services will be guaranteed the same opportunity. Council policies are designed to support equal opportunity, foster an integrated community, and maintain harmony.

This Equal Opportunities Policy has the full commitment of the Council and the Parish Clerk.

4. The Council as an Employer

The purpose of this policy is to provide equal opportunities to all employees or prospective employees, irrespective of their characteristics (unless genuine qualifications or objective justification apply). The Council opposes all forms of unlawful discrimination, victimisation, or harassment.

All employees—whether full-time, part-time, fixed contract, agency, or temporary—will be treated fairly and equally. Selection for employment, promotion, training, remuneration, or benefits will be based on aptitude and ability.

The Council will help and encourage all employees to develop their full potential, maximising the efficiency and capability of the workforce.

Every employee is entitled to a working environment that promotes dignity and respect. Intimidation, bullying, or harassment will not be tolerated.

Breaches of this policy will be regarded as misconduct and may lead to disciplinary

action.

This policy is supported by all Members of the Council and aligns with the model contract devised by the Society of Local Council Clerks (SLCC).

5. The Council as a Direct Service Deliverer

The Council's clients and residents have the right to expect fair and non-discriminatory treatment when participating in or receiving any Council services or activities.

All aspects of this Equal Opportunities Policy influence how services are delivered to and for residents. Adherence to its principles and practices will be monitored regularly.

These requirements apply to all Council services and activities.