

Piddinghoe Parish Council
www.piddinghoe-pc.org.uk
Equal Opportunities Policy Statement

Members, staff or any other person whatever their working pattern, no matter what their age, gender, sexual orientation or marital status, race, religious beliefs, nationality, ethnic or national origin, disability, responsibility for dependants, trade union membership or trade union activity will have the right to be treated on the same basis in fair competition. Harassment and bullying are not acceptable and will not be tolerated by

Piddinghoe Parish Council. The elimination of unfair discrimination and prejudice is intended to provide individuals with scope to develop their full potential and to enable Piddinghoe Parish Council to fulfil its objects.

Piddinghoe Parish Council will:

- a. Adopt a planned approach to eliminating barriers that discriminate against particular groups.
- b. Give clear guidance to employees and volunteers on the commitment to equal opportunities.
- c. Recognise its legal obligations under the Race Relations Act 1976, the Equal Pay Act 1970, the Sex Discrimination Acts 1975, 1986 and 1999, the Disability Discrimination Act 1999, the Rehabilitation of Offenders Act 1974, the Human Rights Act October 2000, and the Employment Equality (Age) Regulations 2006.
- d. Continuously monitor and review its procedures to ensure that all members and employees are selected, promoted and treated solely on the basis of merits and abilities that are appropriate to the position.
- e. Fulfil its social responsibility towards its members, employees and the community in which it operates, ensuring that appropriate support is given during times of personal difficulties.

Adopted by:

Piddinghoe Parish Council

Meetings Date:

19 May 2015

Minute item:

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Review Date:

May 2016

Clerk:JP

Definitions

Direct discrimination:

Treating a person less favourably than others are or would be treated in the same or similar circumstances. This means treating someone less favourably than you would treat others in the same circumstances.

Indirect discrimination:

This occurs when a job requirement or condition is applied equally to all, and has a disproportionate and detrimental effect on one age group, gender or racial group because fewer of that group can comply with it, and the requirement cannot be justified in relation to the job. When decisions are made about an individual, the only personal characteristics taken into account will be those that, as well as being consistent with relevant legislation, are necessary to the proper performance of the work involved.

Harassment:

Harassment can be described as inappropriate actions, behaviour, comments or physical contact that is objectionable or causes offence to the recipient. It may be of a sexual or racial nature or it may be directed towards people because of their age, their sexuality, a disability or some other characteristic.