

Kingston Parish Council

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

Kingston 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 Equality Act 2010
- 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.

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.

Kingston Parish Council regards discrimination, harassment or bullying, as described above, as gross misconduct, and any member or employee of Kingston Parish Council who discriminates against any other person will be liable to appropriate action in the Kingston Parish Council disciplinary procedures.

It is the aim of Kingston Parish Council, in its relationships with its members and employees and in the provision of its services, not to disadvantage any individual by imposing any conditions or requirements that cannot be fully justified.

In pursuance of this policy, Kingston Parish Council reserves the right to discipline any of its members or employees who practice any form of discrimination on the grounds of a person's age, gender, ability, race, religion, ethnic origin, creed, colour, social status or sexual orientation.

Kingston Parish Council will monitor and evaluate this policy on an ongoing basis and inform the employees of its impact.

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| Reviewed & Adopted by: Kingston Parish Council | Meetings Date: 13 May 2020 Minute item: 10 | Review Date: May 2021 | Clerk: JP |
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