



EQUALITY POLICY

2019

Thundridge Parish Council Statement on Equality Act 2010:

Thundridge Parish Council supports and endorses all legislative policies and specifically the Equalities Act 2010, relating to discrimination on the grounds of:

Age

Gender reassignment

Race

Ethnicity

Disability

Pregnancy, maternity and paternity

Religion or belief

Sexual orientation

Sex (Gender)

Thundridge Parish Council fully supports and endorses the protected characteristics of the Equalities Act 2010 shown above.

1. Thundridge Parish Council herewith implements with immediate effect Part 4 of the 2010 Act which prohibits discrimination, harassment and victimisation in relation to the disposal, management and occupation of premises and land under its ownership or control.
2. Thundridge Parish Council herewith implements with immediate effect Part 3 of the 2010 Act which prohibits discrimination, harassment and victimisation in relation to the services and public functions under its control.
3. Thundridge Parish Council herewith implements with immediate effect Part 5 of the 2010 Act which prohibits discrimination, harassment and victimisation in relation to matters of work and employment under its control.



THUNDRIDGE PARISH COUNCIL

Positive Action:

Section 158 permits the Parish Council to take positive action for the advancement of equality by:

- a) Enabling or encouraging persons who share the protected characteristics to overcome or minimise that disadvantage,
- b) Meeting those needs, or
- c) Enabling or encouraging persons who share the protected characteristic to participate in that activity in respect of:
- d) Persons who share a protected characteristic suffer a disadvantage connected to the characteristic
- e) Persons who share a protected characteristic have needs that are different from the needs of persons who do not share it , or
- f) Participate in an activity by persons who share a protected characteristic is disproportionately low

Thundridge Parish Council is committed to the positive advancement of equality and will take appropriate action as necessary to ensure that it is compliant with legislation.

Public Sector Equality Duty:

Section 149 of the 2010 Act imposes on public sector Authorities (Schedule 19 includes Parish Councils) in the exercise of their functions, a duty to take into account:

- a) The need to eliminate discrimination and harassment, victimisation and any other conduct that is prohibited by or under the Act
- b) To advance equality or opportunity between persons who share a relevant protected characteristic and persons who do not share it
- c) To foster good relations between those who share protected characteristics and those who do not

Thundridge Parish Council will take every opportunity to fulfil its duties under the 2010 Act in a manner which is deemed appropriate. Such a decision will be made at a full meeting of the Parish Council with public and press present.



THUNDRIDGE PARISH COUNCIL

Thundridge Parish Council: procedure and action

1. Thundridge Parish Council will, at least annually, carry out an assessment of its buildings and lands to ensure compliance with relevant legislation and carry out remedial works with budgetary and time constraints.
2. Thundridge Parish Council will, at least annually, carry out an assessment of its duties under relevant legislation in relation to its employee(s), volunteer(s), Parish Council meetings and liaison with parishioners, visitors, other agencies and Authorities, and review the effectiveness of its policies and procedures.
3. Thundridge Parish Council will, at least annually, carry out an assessment of its services within the parish to ensure it fulfils its duties and is compliant with relevant legislation
4. Thundridge Parish Council will instruct the Clerk and Councillors on correct protocol when dealing with reports of discrimination in all realms, and ensure the clerk and Councillors act within the remit of the Parish Council.
5. All incidents of discrimination will be dealt with according to the level of involvement which the Parish Council is granted under relevant legislation.
6. The Parish Council will be proactive in raising awareness of equality and discrimination by:
 - a) Publicising the Equalities Act 2010 on the Parish Council website
 - b) Publicising the Equalities Act 2010 in the newsletter
 - c) Advising individuals subject to discrimination of the correct Authorities which are able to take action including the Police, the District Council, The County Council, or any other agency deemed suitable to provide assistance or help with such a situation.
7. Any decision relating to equality and/or discrimination will take place in a full Parish Council meeting with public and press present, unless to do so would cause harm to an individual or the Parish Council.

Thundridge Parish Council takes its duties and responsibilities very seriously, and the Clerk, Councillors, employees, volunteers, or contractors who fail to uphold the high standards of the Parish Council, particularly in relation to discrimination and equality, will be the subject of appropriate disciplinary action.

To be reviewed: May 2021