Tanworth in Arden Parish Council Equality Policy

Date policy adopted: 18/07/2024 Date for Review: July 2026

1. Introduction
    1. Tanworth-in-Arden Parish Council is committed to providing and promoting equal opportunities, eliminating discrimination and encouraging diversity in the Community.
    2. Tanworth-in-Arden Parish Council aims to create a culture that respects and values each other's differences and which promotes dignity, equality and diversity.
    3. An up-to-date copy of this Policy shall be maintained on Tanworth-in-Arden Parish Council's website.
2. Purpose
    1. Tanworth-in-Arden Parish Council recognises that supporting equality is of primary importance. This policy will help Councillors, ~~and~~ employees and volunteers of the Council to develop sound and effective policies that impact on the local community, whilst ensuring that the Council meets its duty under legislation.
3. Scope
    1. This policy applies to all employees, volunteers, contractors and elected members of Tanworth-in-Arden Parish Council.
    2. It is the responsibility of every employee and Councillor of Tanworth-in-Arden Parish Council to ensure that they do not discriminate in any way. All employees and Councillors have a duty to uphold equal opportunities principles. Any breech of this policy will be dealt with appropriately.

4. Equality Act 2010
    1. The Equality Act 2010 applies to public bodies and others carrying out public functions. It supports good decision-making by ensuring public bodies consider how different people will be affected by the ac vi es, policies and services provided.
    2. The Equality Act 2010 places a Public Sector Duty on Tanworth-in-Arden Parish Council to work to:
        1. Eliminate discrimination, harassment, victimisation and any other conduct prohibited under the Act
        2. Advance equality of opportunity between persons who share a protected characteristic and persons who don't share it
        3. Foster good relations between persons who share a relevant protected characteristic and persons who don't share it

3. It is unlawful to discriminate directly or indirectly because of age, disability, sex, gender reassignment, pregnancy, maternity, race (which includes colour, nationality, caste and ethnic or national origins), sexual orientation, religion or belief, or because someone is married or in a civil partnership. These are known as "protected characteristics".
4. It is unlawful to fail to make reasonable adjustments to overcome barriers to using services caused by disability. The duty to make reasonable adjustments includes the removal, adaptation or altera on of physical features, if the physical features make it impossible or unreasonably difficult for disabled people to make use of services. In addition, service providers have an obligation to think ahead and address any barriers that may impede disabled people from accessing a service.

5. Types of unlawful discrimination
    1. Direct discrimination is where a person is treated less favourably than another because of a protected characteristic.

    2. In limited circumstances, employers can directly discriminate against an individual for a reason related to any of the protected characteristics where there is an occupational requirement. The occupational requirement must be crucial to the post and a proportionate means of achieving a legitimate aim.

    3. Indirect discrimination is where a provision, criterion or practice is applied that is discriminatory in relation to individuals who have a relevant protected characteristic such that it would be to the detriment of people who share that protected characteristic

    compared with people who do not, and it cannot be shown to be a proportionate means of achieving a legitimate aim.

    4. Harassment is where there is unwanted conduct, related to one of the protected characteristics (other than marriage and civil partnership, and pregnancy and maternity) that has the purpose or effect of viola ng a person's dignity; or creating an intimidating, hostile, degrading, humiliating or offensive environment. It does not matter whether or not the person intended this effect responsible for the conduct.

    5. Associative discrimination is where an individual is directly discriminated against or harassed for association with another individual who has a protected characteristic.

    6. Perceptive discrimination is where an individual is directly discriminated against or harassed based on a perception that he/she has a particular protected characteristic when he/she does not, in fact, have that protected characteristic.

    7. Third-party harassment occurs where an employee is harassed and the harassment is related to a protected characteristic, by third parties.

    8. Victimisation occurs where an individual is subjected to a detriment, such as an employee being denied a training opportunity or a promo on because he/she made or supported a complaint or raised a grievance under the Equality Act 2010, or because he/she is suspected of doing so. However, an individual is not protected from victimisation if he/she acted maliciously or made or supported an untrue complaint.

    9. Failure to make reasonable adjustments is where a physical feature or a provision, criterion or practice puts a disabled person at a substantial disadvantage compared with someone who

does not have that protected characteristic and the employer has failed to make reasonable adjustments to enable the disabled person to overcome the disadvantage.

6. Equality Commitments
    1. Tanworth-in-Arden Parish Council supports the principles and practices of the Equality Act 2010 and recognises that it is the duty of all Councillors and employees to accept their personal responsibility for fostering a fully integrated community at work by respecting and adhering to the principles of equality for all.
    2. Tanworth-in-Arden Parish Council will actively promote equality throughout the organisation through the application of policies which will ensure that individuals receive treatment that is fair and equitable and consistent with their relevant aptitudes, potential, skills, experiences and abilities.
    3. Tanworth-in-Arden Parish Council is committed to:
        - Promoting equality opportunity for all persons
        - Promoting a good and harmonious environment in which all persons are treated with respect and valued
        - Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimization
        - Fulfilling its legal obligations under the Equality Act 2010

7. Equal opportunities monitoring
    1. The Council will monitor the ethnic, gender and age composition of councillors and staff and the number of people with disabilities within these groups and will consider and take any appropriate ac on to address any problems that may be identified as a result of the monitoring process.
    2. The Council treats personal data collected for reviewing equality and diversity in accordance with the data protection policy. Informa on about how data is used and the basis for processing is provided in the Council's privacy notices.

8. Policy Review
    1. Tanworth-in-Arden Parish Council will review this Policy as is necessary and appropriate, and at a minimum on a bi-annual basis.