

# Clifton Campville with Thorpe Constantine Parish Council

## EQUALITY POLICY

Clifton Campville with Thorpe Constantine Parish Council ('the Council') is committed to equal opportunities and therefore accepts its legal obligations under the **Equality Act 2010**.

The Equality Act 2010 prohibits discrimination on certain grounds. To discriminate against someone means to treat them less favourably, to harass or victimise them, or to subject them to a provision, criterion or practice which puts them at a disadvantage. This is unlawful if it is on certain grounds, known as "protected characteristics". These are:

- Age
- Disability
- Race (includes colour, nationality and ethnic or national origins)
- Religion or belief
- Sex
- Sexual orientation
- Gender reassignment
- Marital Status (including Civil Partnerships)
- Pregnancy and maternity

The Council also undertake not to discriminate unfairly on the grounds of working status (part-time/full-time employees), trade union membership/activity and unrelated criminal convictions (subject to the Council's 'Code of Conduct').

Clifton Campville with Thorpe Constantine Parish Council is committed to its 'equality duty' by implementing equal opportunities when carrying out its functions. The Council is focussed on developing effective policy, strategy and procedures, and to monitoring and evaluating progress towards the promotion and achievement of equality.

Clifton Campville with Thorpe Constantine Parish Council recognise the possible effects of historical institutional discrimination and will take positive action, where appropriate, to achieve equality (within the law).

Clifton Campville with Thorpe Constantine Parish Council also recognises that the development of policies, practices and procedures to eliminate unlawful and unfair discrimination must be combined with the commitment and participation of all its members.

This policy applies to (current or potential) employees, councillors, contractors, third party organisations, members of the public, volunteers, the media and all who the Council and their representatives interact with.

**Adopted by resolution of the Parish Council: March 2022**