

Aust Parish Council

*Serving the communities of Aust, Elberton
& Littleton-upon-Severn*

Equality Policy

Date	Version	Minute ref.	Key Changes	Review due:
12/10/2021	1.0	APC2021-10-6.1	First adoption. Based on SGC model policy.	
14/10/2025	1.1	APC2025-10-8.4	Amended review period to four years.	October 2029

Introduction

The Equality Act 2010 took effect on 1st October 2010 and replaces previous anti-discrimination legislation. It simplifies the law, removing inconsistencies and making it easier for people to understand and comply with it. It also strengthens the law in order to help tackle discrimination and inequality.

The Public Sector Equality Duty is a key measure of the Act which came into force on 5th April 2011. All public bodies and organisations carrying out public functions have a duty to consider the needs of individuals in their day to day work – in shaping policy, in delivering services and in relation to their own employees. The Public Sector Equality Duty ensures that all public bodies play their part in making society fairer by tackling discrimination and providing equality of opportunity for all.

The purpose of this policy is to provide equal opportunities for everyone who comes into contact with Aust Parish Council irrespective of their characteristics (unless it can be shown that the treatment is a proportionate means of achieving a legitimate aim).

Legal Position

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.

It is unlawful to discriminate against an individual on the grounds of the following 'protected characteristics' (as defined in the Act):

- Age
- Disability
- Race
- Religion or belief
- Sex
- Sexual orientation
- Marriage and civil partnership
- Pregnancy and maternity
- Gender reassignment

Council's commitment

Aust Parish Council opposes all forms of unlawful and unfair discrimination whether it is direct or indirect discrimination, victimisation or harassment on the grounds of any of the protected characteristics defined in the Equality Act 2010. We are committed to the promotion and delivery of equal opportunities in the workplace and in the delivery of services.

In all our activities we will have due regard to the three aims of the Equality Duty:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it;
- Foster good relations between people who share a protected characteristic and people who do not share it.

Scope

This policy applies to all councillors and employees of the council.

Breaches of the Council's Equality Policy will be regarded as serious misconduct and will be dealt with in accordance with the Council's Standing Orders.

Employees

The council enters into appropriate employment contracts with all staff. All employees, whatever their employment terms, will be treated fairly and equally. Selection for employment, promotion, training, remuneration or any other benefit will be on the basis of aptitude and ability. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the council.

Every employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.

Any other personnel policies will be reviewed against the values stated in this Equality policy to ensure that the council strives to remain an equal opportunities employer.

Service delivery

In exercising its functions and delivering services, the Parish Council will have due regard to the three aims of the Equality Duty and will take a proportionate approach when complying with the duty. Equality issues will influence Council policies and decisions and we will consider the needs of all individuals in our day to day work.

Policy Review

Aust PC is committed to reviewing our policy and good practice. This policy will be reviewed at least once every four years.