

Radcliffe on Trent Parish Council

Equalities Policy

Introduction

Radcliffe on Trent Parish Council is dedicated to fostering equality, diversity, and inclusion within our workforce and the community we serve. We aim to eliminate unlawful discrimination and ensure that our operations are truly representative of all sections of society. Our commitment extends to both our employees and Councillors, ensuring a respectful and supportive environment for all.

Purpose

The purpose of this policy is to:

- Provide equality, fairness, and respect for all in our employment, whether temporary, part-time, or full-time.
 - Ensure no unlawful discrimination occurs based on the protected characteristics defined in the Equality Act 2010: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender), and sexual orientation.
 - Oppose and avoid all forms of unlawful discrimination in all aspects of employment, including pay and benefits, terms and conditions, grievances, disciplinary actions, dismissal, redundancy, parental leave, flexible working requests, and opportunities for promotion and training.
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Commitment to Equality

Radcliffe on Trent Parish Council commits to:

- Encouraging equality and diversity in the workplace as a matter of good practice and sound business sense.

- Creating a work environment free from bullying, harassment, victimisation, and unlawful discrimination. We promote dignity and respect for all, valuing individual differences and contributions.
 - Providing training to managers and employees about their rights and responsibilities under this policy, fostering a culture where everyone contributes to a discrimination-free environment.
 - Recognising that all staff can be held liable for acts of bullying, harassment, victimisation, or discrimination in the course of their employment, affecting colleagues, customers, suppliers, and the public.
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Addressing Complaints

We take all complaints regarding bullying, harassment, victimisation, and unlawful discrimination seriously. Such complaints will be addressed under our grievance and disciplinary procedures, with appropriate action taken. Serious cases may be treated as gross misconduct, potentially leading to dismissal without notice. See the Parish Councils grievance and disciplinary procedures for further information.

Training and Development

We will ensure that training, development, and advancement opportunities are available to all staff. Employees will be encouraged to reach their full potential, thereby maximising the efficiency and effectiveness of the Council. Decisions regarding staff will be based on merit, aside from any specific exemptions permitted under the Equality Act.

Monitoring and Review

We will regularly review our employment practices and procedures to ensure fairness and compliance with the law. Our policy will be updated as necessary to reflect changes in legislation or best practices.

To support our commitment to equality and diversity, we will monitor the demographic makeup of our workforce regarding age, gender, ethnic background, sexual orientation, religion or belief, and disability. This data will inform our ongoing efforts to meet the aims and commitments outlined in this policy.

Conclusion

Radcliffe on Trent Parish Council is fully committed to creating an inclusive and diverse environment where everyone is valued and respected. This Equalities Policy will be communicated to all staff and stakeholders and reviewed annually to ensure its ongoing effectiveness.

Date	Item	Next Review
2015	Document created	2019
22.10.2024	Document revised and updated	05.11.2024
05.11.2024	HR consideration and adoption	19.11.2024
19.11.2024	Full Council noting	2027