RYHALL PARISH COUNCIL

Equality & Diversity Policy

Adopted and Approved at the Meeting of the Parish Council on September 16th 2019
Last Reviewed 20 May 2024
Updated: 7 April 2025

Equality Act 2010

Worker Protection Act 2024

Introduction

Ryhall Parish Council is committed to providing and promoting equal opportunities, eliminating discrimination and encouraging diversity in the Community.

Ryhall Parish Council aims to create a culture that respects and values each other's differences and which promotes dignity, equality and diversity.

An up-to-date copy of this Policy shall be maintained on Ryhall Parish Council's website.

Purpose

1. Ryhall Parish Council recognises that supporting equality is of primary importance. This policy will help Councillors and employees of the Council to develop sound and effective policies that impact on the local community, whilst ensuring that the Council meets its duty under the Equality Act 2010.

Scope

1. This policy applies to all employees, volunteers, contractors and members of Ryhall Parish Council.

2. It is the responsibility of every employee and Councillor of Ryhall 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.

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 activities, policies and services provided.

The Equality Act 2010 places a Public Sector Duty on Ryhall Parish Council to work to: Eliminate discrimination, harassment, victimisation and any other conduct prohibited under the Act.

Advance equality of opportunity between persons who share a protected characteristic and persons who don't share it.

Foster good relations between persons who share a relevant protected characteristic and persons who don't share it.

No individual will be discriminated against. This includes, but is not limited to the following characteristics (known as protected characteristics under the Act):

- (1) Age.
- (2) Disability.
- (3) Gender reassignment
- (4) Marital status and civil partnerships
- (5) Pregnancy and maternity.
- (6) Race.
- (7) Religion and beliefs.
- (8) Sexual orientation.
- (9) Sex

Equality Commitments

Ryhall 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.

Ryhall 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 consistent with their relevant aptitudes, potential, skills, experiences and abilities.

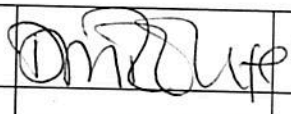
Ryhall Parish Council is committed to: Promoting equal opportunity for all persons.

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/Worker Protection Act 2024

Ryhall Parish Council will review this Policy as is necessary and appropriate, and at a minimum on an annual basis.

Chairman:		Adopted:	7/4/25
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