



Stratfield Mortimer Parish Council

Equal Opportunities Policy

Adopted by the Finance and General Purposes Committee of Stratfield Mortimer Parish Council on 5 September 2023.

Note: This Policy should be used in conjunction with the Council's Grievance Policy.

1 Statement

Stratfield Mortimer Parish Council wishes to ensure that employees, Councillors, and members of the public have equal access to and are treated with respect in relation to all its activities. The Council has responsibilities as an employer, a service provider, and a public authority, but both Councillors and employees also have responsibilities as well as rights. The Council will treat all employees, Councillors, and members of the public with dignity and respect, free from discrimination, victimisation, and harassment.

2 Legal position

Under the Equality Act 2010 it is unlawful to discriminate against an individual on the following grounds:

- age;
- disability;
- gender reassignment;
- marriage and civil partnership;
- sex (gender);
- pregnancy and maternity;
- race;
- religion or belief; or
- sexual orientation.

These are known as "protected characteristics" in section 4 of the 2010 Act.

Section 149 of the 2010 Act imposes a duty on Parish Councils to consider:

- the need to eliminate discrimination and harassment, victimisation and any other conduct that is prohibited by or under the Act;
- how to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- how to foster good relations between those who share protected characteristics and those who do not.

Where there is any uncertainty on definitions or requirements, the 2010 Act will prevail.

