

# Uffington Parish Council

## Equality and Human Rights Policy

Prepared by	Simon Jenkins	January 2018	Comments
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### **1. Introduction**

1.1 The Equality Act 2010 brought together over 116 separate pieces of legislation into one single Act. Combined, they make up a new Act that provides a legal framework to protect the rights of individuals and to advance equality of opportunity for all. The Act simplifies, strengthens and harmonises current legislation to provide Britain with a new discrimination law which protects individuals from unfair treatment and promotes a fair and more equal society.

### **2. Policy**

2.1 Uffington Parish Council's policy is to ensure that no resident or future resident of the parish of Uffington receives less favourable treatment on the grounds of gender (including those who undergo gender re-assignment), colour, race, pregnancy and maternity (which includes breastfeeding), age, disability, religion and belief, national or ethnic origin, sex, sexual orientation, marital status, responsibility for dependants, membership or non-membership of a trade union, if suffering (from the point of diagnosis) from any serious illness, or is disadvantaged by conditions or requirements that are not essential for the satisfactory performance of the job.

### **3. Implementation**

3.1 Where it has relevant responsibilities, Uffington Parish Council ('the Council') is committed to protecting the human rights of all residents of Uffington, and to advancing equality of opportunity for all residents and employees.

3.2 Our policy is intended to assist the Council to put this commitment into practice and build a culture that values meritocracy, openness, fairness and transparency. Compliance with this policy should also ensure that all concerned do not commit unlawful acts of discrimination.

3.3 Striving to ensure that the work environment is free from harassment and bullying and that everyone is treated with dignity and respect is an important aspect of ensuring equal opportunities in employment. The Council has a separate Dignity at Work policy, which deals with these issues.

3.4 The Council has appointed the Chairman of the Council, as having particular responsibility for the Equality and Human Rights Policy, and to whom reference should be made in the event of any query arising from it, or, in its implementation. Responsibilities. It is the duty of all Councillors and employees to accept their personal responsibility in the implementation of the policy.

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3.5 Training. Appropriate training is available to Councillors and to any employee who requests it, if they have relevant and specific responsibilities.

### **4. Review**

4.1 This Policy will be kept under review and changes will be made and notified as necessary.