



GAWSWORTH PARISH COUNCIL

EQUALITY AND NON-HARRASSMENT (DIGNITY AT WORK) POLICY

NOVEMBER 2017

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INTRODUCTION

- 1.1 The purpose of this policy is to ensure equal opportunities and avoid harassment in the activities of Gawsworth Parish Council.
- 1.2 Everyone is entitled to a working environment that promotes dignity and respect to all and which avoids discrimination, intimidation, victimisation, bullying or harassment.
- 1.3 Promoting equal opportunities and avoiding harassment in all Parish Council activities is good management practice and makes sound business sense as it seeks to utilise the talents available from the whole community, representing society as a whole.
- 1.4 Aspects described in this policy are potentially subject to legal requirements including the Equality Act 2010.
- 1.5 Any complaint that the council, its members officers or representatives are not adhering to this policy should be progressed via the council's complaints policy.

APPLICATION OF THIS POLICY

- 2.1 This policy applies to employees of Gawsworth Parish Council and to Parish Councillors. We will also bring this policy to the attention of all contractors, sub-contractors, volunteers and others operating on our behalf. We may consider commitment to the principles outlined in this policy when selecting the partners we choose to work with.
- 2.2 Breaches of our equal opportunities and anti-harassment policy will be regarded seriously and could lead to disciplinary and complaint proceedings. Employees, councillors and others are entitled to complain about discrimination or harassment or victimisation through the Council's Grievance procedure. We will take any such complaints seriously

- 2.3 We will provide opportunities for employees and councillors to undertake training and development about their rights and responsibilities regarding equality and avoiding harassment, victimisation and discrimination.
- 2.4 The Parish Council will monitor the application of this policy and respond to changes in legislation. We will review it at least every 2 years. We are also responsible for reviewing other Parish Council policies against the requirements of this policy to ensure compatibility.

REQUIREMENTS

- 3.1 The Parish Council will comply with all relevant legislation.
- 3.2 Employees, councillors and contractors must be treated fairly and equally in their roles according to their capabilities and irrespective of their personal characteristics (unless there are genuine occupational qualifications or objectively justified reasons for a different approach to be taken).
- 3.3 All individuals the council engages with, including contractors, staff, members of the public and volunteers will be treated fairly and equally.
- 3.4 Gawsforth Parish Council will not tolerate direct and indirect, unlawful or unfair discrimination, victimisation, bullying or harassment. This includes harassing a disabled person on account of disability or harassing someone on grounds of sexual orientation or gender, age, marital or civil partnership status, sexual orientation, political opinion, age, disability, gender reassignment, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief. We note that harassment may occur through verbal, written, digital media or physical contact.
- 3.5 Selection for employment and training and any performance related remuneration or any other benefit will be decided on the basis of aptitude and ability.
- 3.6 All employees and councillors will be helped and encouraged to develop their full potential. Their talents and resources will be utilised to maximise the efficiency of the council
- 3.7 This policy does not seek to stifle discussion, debate and disagreement about matters which constitute appropriate business for the council. However, this

must always be done with respect for other individuals and must not amount to harassment or violate a person's dignity. Discussion must not create an intimidating, hostile, degrading, humiliating or offensive environment.