

Equal Opportunities Policy

1. INTRODUCTION

Hinxton Parish Council is committed to providing high quality provision and service and recognises that the implementation of an effective Equal opportunities Policy is an integral part of such an approach.

Hinxton Parish Council has responsibilities as an employer, a service provider and a public authority, but both members and employees as individuals also have responsibilities as well as rights.

Hinxton Parish Council will treat all its employees, partners and customers 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**
- **pregnancy and maternity**
- **race**
- **religion or belief**
- **sex**
- **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 Hinxton Parish Council to take into account:**

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

3. OUR COMMITMENT

Hinxton Parish Council understands its obligations under the Equality Act 2010

Hinxton Parish Council is fully committed to its duty, imposed by Section 149 of the 2010 Act

Hinxton Parish Council is committed to the principle of equal opportunities and declares its opposition to any form of less favourable treatment, whether through direct or indirect discrimination, on the grounds of the protected characteristics as specified in the Equality Act 2010.

The Hinxton Parish Council is an Equal Opportunities employer, provider of services and contractor. It is committed to the promotion, maintenance and protection of the rights of individuals. The Hinxton Parish Council is committed to making full use of the talents and resources of its employees.

The Hinxton Parish Council will ensure that all recipients of the services delivered directly by the Hinxton Parish Council are guaranteed the same opportunity.

All policies of the Hinxton Parish Council will be designed to support the principles and practices of equal opportunity, to foster a fully integrated community and maintain racial harmony.

Adopted by Hinxton Parish Council on 6th January 2014.
To be reviewed annually.