

LEICESTER FOREST EAST PARISH COUNCIL
EQUAL OPPORTUNITIES AND EQUALITY POLICY

Adopted October 2019
Reviewed December 2021

Purpose

Leicester Forest East Parish Council is committed to providing equal opportunities to all employees, members, officers, hirers of the Parish Hall and members of the Public. The Council is also committed to ensuring it, along with any of its employees or agents, does not discriminate against any person, persons or groups.

Policy

The Parish Council of Leicester Forest East will not fail to provide facilities, services, employment, information or representation on the basis of any of the Protected Characteristics listed within the Equality Act 2010 (including, but not limited to):

- Gender, including gender reassignment
- Sex
- Marital or Civil Partnership status
- Pregnancy
- Having or not having dependants
- Religious belief
- Political Opinion
- Race (including colour, nationality, ethnic or national origins)
- Disability (including discrimination by perception and discrimination by association)
- Sexual orientation
- Age
- Religious, or other, beliefs

Members and employees can be held liable for any act of bullying, harassment, victimisation and unlawful discrimination, in the course of their duties, against fellow members, employees, hirers, suppliers and the public.

Implementation

The chairman has specific responsibility for the effective implementation of this policy. In order to implement this policy, he or she shall:

- Communicate the policy to Members, the Clerk and members of the public
- Incorporate equal opportunities into general practices
- Ensure that other persons or organisations will comply with the policy in their dealings with the Council

Any infringement of this Policy will be dealt with as misconduct under the Council's Disciplinary Policy. Serious infringements of the Policy may be referred to Blaby District Council's Monitoring Officer.

Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as, in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 is a criminal offence.

Policy Monitoring

The policy will be monitored and reviewed when and if it becomes necessary to do so.

In addition to the Council's internal procedures, any person has the right to pursue complaints of discrimination under the Equality Act 2010.

Applicable Legislation

Equality Act 2010

Gender Reassignment Regulations 1999

The Protection from Harassment Act 1997

Race Relations (Amendment) Act 2000

Reviewed October 2022

Reviewed October 2023

Due for Review October 2024

