FULL SUTTON & SKIRPENBECK PARISH COUNCIL

Equal Opportunities Statement

Introduction

This council is committed to being a successful, caring and welcoming place for all employees. The council's wishes to create and maintain a supportive and inclusive environment where employees can reach their full potential, without prejudice or discrimination. The council is committed to a culture where respect and understanding is fostered and the diversity of people's backgrounds and circumstances are positively valued.

Equality of opportunity, valuing diversity and compliance with the law is to the benefit of this council as it seeks to develop the skills and abilities of its members and employees. Responsibility for eliminating discrimination and providing equality of opportunity lies with the corporate body of council, members and employees have a responsibility to treat others with dignity and respect.

Through this policy and procedure and the training and development of members and employees, the council will do all it can to promote good practice in order to eliminate discrimination and harassment as far as is reasonably possible.

The policy aims to achieve equality by removing any potential discrimination in the way that our employees are treated by fellow employees or the council, including:

- people with disabilities
- people of different sexual orientations
- transgendered and transsexual people
- people of different races
- people on the grounds of their sex
- those of faith and of no faith
- in relation to their age
- in relation to their social class or medical condition
- people who work part-time
- those who are married or in a civil partnership
- women who are pregnant, have recently given birth or are breastfeeding.

Discrimination can be either direct or indirect discrimination. Some of the above are protected characteristics under the Equality Act 2010 and discrimination is prohibited, unless there is a legal exception under the Equality Act.

Definitions

Direct discrimination

This is where someone is treated less favourably due to one (or more) protected characteristics. It can be intentional or unintentional discrimination. Occasionally the discrimination may occur due to a protected characteristic of another person, so the discrimination may be because of association.

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Indirect discrimination

This is where someone is disadvantaged by an apparently neutral provision, criterion or practice (PCP) that is applied 'across the board' or 'equally across a particular group'. The PCP may have the consequence (usually unintended) of causing a disadvantage, which then actually affects somebody. However the PCP could be justified if it is a proportionate means of achieving a legitimate aim.

Victimisation

This is not the same as the common meaning of victimisation, but is specifically regarding treating someone less favourably because they have complained about or given information about discrimination or harassment, either regarding themselves or someone else.

Harassment

This is part of the Equality Act but is covered in more detail in the council's Bullying and Harassment policy.

The Equality Act 2010 applies to how employees treat fellow employees, visitors, suppliers and former employees. The Act also applies to customers/clients.

The council is committed to equality of opportunity and to providing services and following practices which are free from unfair and unlawful discrimination.

The aim of this policy is to ensure that no member of the council, applicant or member of staff receives less favourable treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation, or is disadvantaged by conditions or requirements which cannot be shown to be relevant to performance. It seeks also to ensure that no person is victimised or subjected to any form of bullying or harassment.

The personal commitment of every member of the council and its employees to this policy, and the application of its principles, are essential to eliminate discrimination and provide equality throughout the council.

Training, development and progression opportunities are available to all members and employees.

The council has ultimate responsibility for oversight and implementation of this policy statement.

Adopted by Full Sutton & Skirpenbeck Parish Council

20th October 2025

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