



## SEDEScombe PARISH COUNCIL EQUAL OPPORTUNITIES POLICY

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Sedlescombe Parish Council will not knowingly do anything that is contrary to the laws of equality with regard to employment of staff or provision of services to the public.

### **E**mployment of Staff

Sedlescombe Parish Council is committed to equality of opportunity for all people and protection against all forms of discrimination with particular regard to Gender, Race, Disability, Religion and Belief, Age, Sexuality.

Job/work opportunities will be made available to all sections of the community. The Parish Council will not discriminate against or discourage applications from any section of the community.

The Parish Council will not discriminate either positively or negatively against any person applying for a position with the Council but will make appointments based on an individual's ability to meet the needs of the job in terms of skills, career intentions, attendance and flexibility as appropriate.

### **S**ervices

Sedlescombe Parish Council's services will be accessible to, and appropriate for, all the members of the community who might wish or need to use them.



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Sedlescombe Parish Council is aware of the laws of equality.

These are:

**T**he Race Relations Act 1976 makes it unlawful to discriminate against a person, directly or indirectly, on the grounds of race, colour, nationality (including citizenship), ethnicity or national origin. The law covers people from all racial groups, including white people.

**R**ace Relations (Amendment) Act 2000 extends the reach of the Race Relations Act 1976 so that it now includes public bodies not previously covered including the police, prisons and immigration services. The Act also places a general duty on listed public authorities to promote race equality. A public authority remains responsible for meeting this duty when it contracts with a private business to carry out any of its functions.

**S**ex Discrimination Act 1975 makes it unlawful to discriminate against a person, directly or indirectly, on the grounds of sex and/or marriage and applies to men and women. Employment and the provision of goods, facilities or services are included. The Sex Discrimination (Gender Reassignment) Regulations 1999 extended the Sex Discrimination Act. Employment Equality (Sex Discrimination) Regulations came into force on 01/10/2005.

**E**qual Pay Act 1970 requires that a man and woman working for the same employer should receive the same pay and be subject to the same contractual terms if they are doing similar work or work of equal value.

**D**isability Discrimination Act 1995 deals with discrimination against disabled people – that is, when someone treats a disabled person less favourably than someone else, without justification, for a reason related to their disability. Discrimination also occurs if, without justification, a “reasonable adjustment” is not made. The Act applies to all those who provide goods, facilities and services to the public. The employment provisions of the Act apply to employers with 15 or more employees.

**H**uman Rights Act 2000, implemented in October 2000, has far-reaching implications for a wide range of public bodies. In summary the Act protects: The right to life, Freedom from torture and degrading treatment, Freedom from slavery or compulsory labour, The right to liberty, The right to a fair trial, The right to respect for privacy and family life, Freedom of thought, conscience and religion, Freedom of expression, Freedom of assembly, The right to marry, The right not to be discriminated against – in respect of these



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rights or freedoms, The right to own property, The right to an education, The right to free elections.

**E**mployment Equality (Sexual Orientation) Regulations 2003 came into force on 01/12/2003 prohibiting discrimination (direct or indirect), harassment and victimisation on grounds of sexual orientation in employment and vocational training.

**E**mployment Equality (Religion or Belief) Regulations 2003 came into force on 02/12/2003 prohibiting discrimination (direct or indirect), harassment and victimisation of grounds of religion or belief in employment and vocational training.

**A**ge Discrimination Act 2004 seeks to eliminate discrimination against persons on the ground of age in the areas of work, education, access to premises, the provision of goods, services and facilities, accommodation, the disposal of land, the administration of Commonwealth laws and programs and requests for information. Regulations come into force on 01/10/2006 under the Employment Equality (Age) Regulations 2006. NB In contrast to the law applying to other equality grounds, less favourable treatment that is on grounds of age will not be unlawful if shown to objectively justified – defined in the regulations as a proportionate means of achieving a legitimate aim. An employer may discriminate against a job applicant by refusing to employ them because they are (or are within six months of reaching) 65 or above or the employer's normal retirement age.

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