

# Rackheath Community Council

## Equality Policy

Adopted by the Community Council at the meeting of 15 June 2015

Reviewed October 2024 Revision 3

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### Background

The Equality Act 2010 replaces the existing anti-discrimination laws with a single Act. It simplifies the law removing inconsistencies and making it easier for people to understand and comply with it. It also strengthens the law in important ways to help tackle discrimination and inequality. The Act applies to all organisations that provide a service to the public or section of the public.

### Council's commitment

Rackheath Community Council is committed to meeting the varied needs and circumstances of employees and to ensuring that services are equally appropriate to all without unlawful discrimination because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation. The Council's goal is to support the development of strong, secure, self-reliant, self-confident communities, free from unlawful discrimination.

### Employment

Council employees or job applicants will not receive less favourable treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation or will be disadvantaged by conditions or requirements which cannot be justified.

### Service delivery

The Community Council will ensure that its services, including the ones carried out in partnership with any other agency are available equally to all, regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation, making sure that no one is disadvantaged by conditions or requirements which cannot be justified.

### Legislation

In developing this Policy, Rackheath Community Council has considered current appropriate legislation; the Equal Opportunities Commission (EOC) guidelines, the Commission for Racial Equality (CRE) Code of Practice, the Disability Rights Commission (DRC) guidelines.

### Discrimination and harassment

Rackheath Community Council will take action to ensure that all forms of discrimination are eradicated from its policies and practices.

Discrimination occurs when someone is treated less favourably because of their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation.

Legally, it is not necessary to prove that someone intended to discriminate, it is sufficient only to show that the outcome of an action was less favourable treatment. Less favourable treatment can take

many forms - words, actions, or failure to provide opportunities or services and can be perpetuated by individuals, groups or institutions.

### **Equality in employment**

Rackheath Community Council recognises the value of a workforce in which people from differing backgrounds are encouraged to introduce fresh ideas and perceptions, enabling it to deliver high quality services to all members of the community.

To underpin its commitment to equality in employment, the Council:

- Will ensure that all recruitment, selection and training procedures operate in a fair and non-discriminatory way, so that the best person to do the job is appointed.
- Will consult regularly with the Norfolk Association of Local Councils and other agencies to identify gaps in its employment policies and take action to remedy them.
- Will consider sympathetically any request for flexible working, job-share, travel arrangements, child and dependent care leave and will guarantee interviews for disabled people who meet the essential criteria for a job.

### **Equality in service delivery**

Rackheath Community Council will ensure that all services are accessible to all people without discrimination.

The Council aims to ensure that all employees and contractors have the information they need to provide equality of opportunity and that this is reflected in their conduct. The Council will require, where legally possible contractors to have equal opportunities policies, and will seek sufficient information and evidence that compliance with equalities legislation is genuine.

### **Responsibilities**

The accountabilities and responsibilities in relation to this policy can be summarised as follows:

Community Councillors take the lead in promoting equality, ensuring equalities issues are given due consideration within their area of responsibility, in decision-making and in monitoring services.