



# EQUALITY POLICY

## 1 POLICY STATEMENT

The Council upholds that it is unlawful to discriminate on the grounds of age, disability, gender reassignment, marriage & civil partnership, pregnancy & maternity, race, religion or belief, sex and sexual orientation and maintains a strict policy of non-discrimination towards all our employees and applicants for employment.

## 2 CATEGORIES

### 2.1 LEGALITIES

It is unlawful to discriminate directly or indirectly against or harass a person during recruitment and employment because of any of the nine protected characteristics listed above and as stated in the Equality Act 2010.

### 2.2 DEFINITIONS

#### 2.2.1 Direct Discrimination

Direct discrimination occurs when a person is treated less favourably on the grounds of the above category.

#### 2.2.2 Indirect Discrimination

Indirect discrimination occurs when a requirement or condition is applied equally to all people but:

- The proportion of persons of the same band who can comply with it is considerably smaller than the proportion of persons not of that band who can comply with it.
- It cannot be shown to be justifiable
- It is to the detriment of those people who cannot comply with it.

Discrimination may also occur if people of the same groups are segregated from others for no justifiable reason.

#### 2.2.3 Associative Discrimination

Associative Discrimination occurs when an individual is directly discriminated against or harassed based on association with another individual who has a protected characteristic (although this does not cover harassment because of marriage and civil partnership, and pregnancy and maternity).

#### 2.2.4 Perceptive Discrimination

Perceptive Discrimination is also covered in the Act and occurs when an individual is directly discriminated against or harassed based on a perception that he or she has a particular protected characteristic when in fact he or she does not. Again, this does not cover marriage and civil partnership and pregnancy and maternity.

#### 2.2.5 Victimisation

Victimisation occurs when a person is subjected to a detriment (such as being denied an opportunity or promotion) because he or she has made or is thought to be going to make a complaint of discrimination or raise a grievance under the Equality Act 2010, or because he or she is suspected of doing so, or being about to do so,

### **3 PROCEDURE**

#### **3.1 RECRUITMENT**

All decisions made with respect to recruiting employees will be made on the basis of individual legally required qualifications, competence, knowledge and skills against the requirements of the vacant position.

#### **3.2 COURSE OF EMPLOYMENT**

The Council will maintain the policy of non-discrimination. All employees will be considered for training and promotion on the basis of needs, merit and competence. Decisions will be based on individual skills and will be free from prejudice.

#### **3.3 COMPLAINTS**

Any employee who feels that he/she may have been discriminated against on the basis of any of the groups may bring a complaint against the offender. This should be directed through the Chairman of the Council. All complaints will be treated sensitively, seriously and in strict confidence.

#### **3.4 EQUAL OPPORTUNITIES COMMISSION**

The Equal Opportunities Commission has additional powers to hold formal investigations. Any employee, who has brought a complaint of discrimination and as a result feels that the outcome was unfair, may take his/her case to the commission for consideration.