



## Equality and Diversity Policy

Winslow Town Council seeks to create a culture of employment and direct or indirect service delivery through its Members and staff, in which people can feel confident of being treated with fairness, dignity and tolerance irrespective of their personal circumstances, background or lifestyle. Discrimination consists of conduct or words or practices that disadvantage or advantage people; we will not intentionally discriminate on grounds of disability, race, colour, ethnic or national origins, religion or belief, gender, marital status, gender reassignment, sexual orientation, unrelated criminal conviction, age or trade union membership.

Winslow Town Council aims to:

- Ensure the best possible equality of opportunity in all aspects of employment and service delivery.
- Be responsive to needs of the Community and recognise that these needs will be diverse.
- Work within the law in respect of equal opportunity issues and have regard for “best practice” working methods.
- Consult with the Community as widely as possible to produce tangible results in terms of equality of service delivery.
- Work towards providing a model of good equal opportunities practices for other organisations and service providers in the Town and to encourage a commitment to equal opportunities in the Community at large.
- Through policies and service delivery, to eliminate unlawful discrimination, to promote and foster good relations between people of different racial groups and to promote race equality.

### Policy Review

This Policy will be reviewed and updated following any major changes in procedures, personnel or annually whichever occurs first.

## LEGISLATIVE FRAMEWORK

The policy will be implemented within the framework of the new legislation, the Equality Act 2010 which came into force on 1 October 2010 and simplifies and strengthens all previous equal opportunities legislation including:

### Equal Pay Act 1970 (Amended)

This gives an individual a right to the same contractual pay and benefits as a person of the opposite sex in the same employment, where the man and the woman are doing: like work; work rated as equivalent under an analytical job evaluation study; or work that is proved to be of equal value.

### Sex Discrimination Act 1975

The Act makes it unlawful to discriminate on the grounds of sex. Sex discrimination is unlawful in employment, education, advertising or when providing housing, goods, services or facilities. It is unlawful to discriminate because someone is married, in employment or in advertisements for jobs.

### **Race Relations Act 1976**

The Act prohibits discrimination on racial grounds in the areas of employment, education, and the provision of goods, facilities, services and premises.

### **Disability Discrimination Act 1995**

Outlaws the discrimination of disabled people in employment, the provision of goods, facilities and services or the administration or management of premises.

### **The Human Rights Act 1998**

Introduced in 2000, this legislation gives further effect in the UK to rights contained in the European Convention of Human Rights. This Act:

- makes it unlawful for a public body to breach Convention rights, unless an Act of Parliament meant it could not have acted differently
- allows cases to be dealt with in a UK court or tribunal; and
- requires all UK legislation to be given a meaning that complies with the Convention rights, if that is possible.

### **The Sex Discrimination (Gender Reassignment) Regulations 1999**

The Act seeks to prevent sex discrimination relating to gender reassignment. It clarified the law for transsexual people in relation to equal pay and treatment in employment and training.

### **Race Relations Amendment Act 2000**

Places a statutory duty on all public bodies to promote equal opportunity, eliminate racial discrimination and promote good relations between different racial groups.

### **Employment Equality (Religion or Belief) Regulation 2003**

The directive protects against discrimination on the grounds of religion and belief in employment, vocational training, promotion and working conditions.

### **Employment Equality (Sexual Orientation) Regulation 2003**

The directive protects against discrimination on the grounds of sexual orientation in employment, vocational training, promotion, and working conditions.

### **Race Relations Act 1976 (Amendment) Regulation 2003**

Introduced new definitions of indirect discrimination and harassment, new burden of proof requirements, continuing protection after employment ceases, new exemption for a determinate job requirement and the removal of certain other exemptions.

### **Civil Partnerships Act 2004**

Provides legal recognition and parity of treatment for same-sex couples and married couples, including employment benefits and pension rights.

### **Gender Recognition Act 2004**

The purpose of the Act is to provide transsexual people with legal recognition in their acquired gender. Legal recognition follows from the issue of a full gender recognition certificate by a gender recognition panel.

### **The Employment Equality (Sex Discrimination) Regulations 2005**

Introduces new definitions of indirect discrimination and harassment, explicitly prohibits discrimination on the grounds of pregnancy or maternity leave, and sets out the extent to which it is discriminatory to pay a woman less than she would otherwise have been paid due to pregnancy or maternity issues.

**Disability Discrimination Amendment Act 2005**

Introduces a positive duty on public bodies to promote equality for disabled people.

**Employment Equality (Age) Regulation 2006**

Protects against discrimination on grounds of age in employment and vocational training. Prohibits direct and indirect discrimination, victimisation, harassment and instructions to discriminate.

**Equality Act 2006**

Establishes a single *Commission for Equality and Human Rights* by 2007 that replaces the three existing commissions. Introduces a positive duty on public sector bodies to promote equality of opportunity between women and men and eliminate sex discrimination. Protects access discrimination on the grounds of religion or belief in terms of access to good facilities and services.

**Racial and Religious Hatred Act 2006**

The Act seeks to stop people from intentionally using threatening words or behaviour to stir up hatred against somebody because of what they believe.

**The Autism Act 2009**

Adopted: May 2012  
Reviewed 2.5.13