

Tormarton Parish Council

Equality and Diversity Policy

| Version | Date adopted | Minute ref. | Notes | Review due |
|---------|--------------|---------------|-----------------------------------|------------|
| 1.1 | 15/06/2026 | 2026-06/9.1.2 | Added review period of four years | June 2030 |

Introduction

Tormarton Parish Council is committed to providing the highest quality of provision and service and recognises that the implementation of an effective Equality and Diversity Policy is an integral part of such an approach.

However, Tormarton is a relatively small Parish Council, which currently has only one employee. It is also indirectly responsible for the management of a small number of buildings and its services provision is limited. The scope of this policy is, therefore, designed to reflect this.

The Council, as a corporate body, has responsibilities as an employer, a service provider and a public authority, but both members and employees as individuals also have responsibilities as well as rights.

The Council will treat all its employees, partners and customers with dignity and respect, free from discrimination, victimisation and harassment.

Legal Position

Under the Equality Act 2010 it is unlawful to discriminate against an individual on the following grounds:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

These are known as “protected characteristics” in section 4 of the 2010 Act. Section 149 of the 2010 Act imposes a duty on Parish Councils to take into account the need to:

- eliminate discrimination and harassment, victimisation and any other conduct that is prohibited by or under the Act;
- advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- foster good relations between those who share protected characteristics and those who do not.

Our Commitment

Tormarton Parish Council understands its obligations under the Equality Act 2010 and is fully committed to its duty, imposed by Section 149 of the 2010 Act.

Tormarton Parish Council is committed to the principle of equal opportunities and declares its opposition to any form of less favourable treatment, whether through direct or indirect

discrimination, on the grounds of the protected characteristics as specified in the Equality Act 2010.

The Council is an Equal Opportunities employer, provider of services and contractor. It is committed to the promotion, maintenance and protection of the rights of individuals. The Council is committed to making full use of the talents and resources of its employees.

Policy review

This policy will be reviewed at least once every four years.

The clerk is responsible for bringing forward the review should any change in legislation or best practice recommendations require such action.