

Riverhead Parish Council
Equality and Diversity Policy
Minuted 17th October 2016

In accordance with Section 149 of the Equality Act 2010, Riverhead Parish Council will, in the exercise of its functions, have due regard to the need to

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

The relevant protection characteristics are:

- Age
- Disability, which is a past and current physical or mental impairment which has a substantial effect on a person's ability to carry out day activities for a period of one year or more and which includes cancer, Multiple Sclerosis and HIV
- Gender reassignment
- Pregnancy and maternity for which the protection applies from conception to the end of the maternity leave
- Race
- Religion or belief
- Sex – the sex equality clause supposes that for equal work, two employees of opposite sex will receive the same pay. This applies to employees, job applicants and contract workers.
- Sexual orientation.

Riverhead Parish Council acknowledges that any term in a contract of employment which prevents or restricts people from discussing or disclosing details about pay is illegal if the purpose of the restriction is to deter an employee from finding out whether he/she may have a discrimination claim.

Riverhead Parish Council will ensure that discriminatory practices are identified and removed and non-discriminatory practice introduced in all area of employment including recruitment, training and promotion.