

# WARBOYS PARISH COUNCIL

## Equality Policy

Warboys Parish Council is a public authority for the purposes of the Equality Act 2010 to which the public sector equality duty applies.

This policy has been adopted by the Council in pursuance of its duty under the legislation and will be reviewed every 4 years. The policy was approved at a meeting of the Council held on 9th September 2013.

### **Purpose and Scope**

In carrying out its functions and responsibilities, the Council will have due regard to general equality duty to -

- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act;
- advance equality of opportunity between people who share a protected characteristic and those who do not; and
- foster good relations between people who share a protected characteristic and those who do not.

The protected characteristics are age (including children and young people), disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

### **Objectives**

The Council has adopted the following broad objectives –

- The Council will remove or minimise disadvantages suffered by people due to their protected characteristics.
- The Council will take steps to meet the needs of people with certain protected characteristics where these are different from the needs of other people.
- The Council will encourage people with certain protected characteristics to participate in public life or in other activities where their participation is disproportionately low.

The Council has decided not to set specific targets towards achieving the above objectives because of the lack of resources available to it to measure, monitor and record the achievement of those targets.

### **The Council's Functions**

*As a provider of services*

The Council provides a range of services for the inhabitants of the Parish and visitors, including –

Play equipment and facilities at  
Adams Lyons playground, Church Road,  
Jubilee Park, Farriers Way,  
Orchard Close, and  
Tennis Court, High Street.

In providing play facilities, the Council will endeavour to provide equipment accessible to all as far as this is feasible.

The Parish Centre which is available to hire for meetings, club and society activities, exhibitions and parties. The building has level access and disabled toilet facilities for those with mobility problems and is equipped with an audio loop system for the hard of hearing.

Allotments for hire at Fenton Road.

Open space and common land at various locations in the Parish, including The Weir.

The Council carries out various other activities, including litter picking, grass cutting, tree/hedge planting and maintenance and public footpath maintenance. In addition, the Council provides seats, shelters and litter bins in public places.

Use of the facilities and services provided by the Council is open to all. However priority is given to residents of the Parish in terms of the allocation of allotment tenancies and in the charging policy for the hire of the Parish Centre. This does not conflict with the Council's equality duty.

#### *As an Employer*

The Council employs a number of employees on a part time basis.

Whether in terms of recruitment of a new employee or the management of an existing employee, the Council will ensure that it does not discriminate against anyone with a protected characteristic and will seek to make reasonable adjustments to remove barriers for disabled persons who work for the Council or apply to work for the Council.

The Council will arrange for training to be provided where necessary for its employees to ensure that they are familiar with and promote the Council's objectives contained in this policy.

#### *In the Community*

The Council will seek to promote the general equality duty in the Parish of Warboys through its actions and its involvement in the community.