

HARBOROUGH DISTRICT COUNCIL

EQUALITY POLICY

As a modern organisation, providing high quality services, Harborough District Council recognises the diversity of its customers and workforce. An Equality Policy acknowledges the fact of social change, the development and impact of social legislation and the need to provide equality within policy development, service provision, and employment.

The policy is underpinned by a legislative framework shown at Appendix A. A strategic plan, together with internal procedures and management guidance, will support the policy and be regularly monitored and reviewed.

Aims

The aim of the policy is to encourage good practice on equality throughout the Authority and to emphasise its importance as an essential element of all aspects of the business it conducts within the community.

Commitment

Harborough District Council promotes equality in its policies, the services it provides and in employment. It is our aim to ensure that no customer, elected member, potential or current employee is treated less favourably on the grounds of gender, gender reassignment, sexual orientation, marital status, race, nationality, ethnic or national origin, colour, disability, age, political beliefs, religious beliefs or Trade Union membership/non-membership. We will seek to identify and eliminate those barriers that create disadvantage.

This aim will take time to achieve in its entirety. As a means of demonstrating commitment to the policy, Harborough District Council will implement the Equality Standard for local government and the Commission for Racial Equality's Code of Practice on the Duty to Promote Race Equality.

Legislation and Codes of Practice

Current legislation

Disability

- Disability Discrimination Act 1995
- Disability Rights Commission Act 1999

Gender

- Equal Pay Act 1970 (as amended)
- Sex Discrimination Act 1975 (as amended)
- Equal Pay (Amendment) Regulations 1983
- Sex Discrimination Act 1986
- Sex Discrimination (Gender Reassignment) Regulations 1999
- Sex Discrimination (Indirect Discrimination and Burden of Proof) Regulations 2001

Race

- Race Relations Act 1976
- Race Relations (Amendment) Act 2000

Current Codes of practice

Disability Rights Commission

- Code of Practice: the elimination of discrimination in the field of employment against disabled persons or persons who have had a disability (1999)
- Code of Practice: duties of trade organisations to their members and applicants (1999)
- Code of Practice: rights of access, goods, facilities, services and premises (1999)
- Access to goods, facilities and services: regulatory impact assessment (1999)
- Duty of reasonable adjustment on trade organisations to make reasonable adjustments: regulatory impact assessment (1999)

Equal opportunities commission

- Code of practice on sex discrimination (1985)
- Code of practice on equal pay (1997)

Commission for racial equality

- Code of practice for the elimination of racial discrimination and the promotion of equality of opportunity in Employment (1984)
- Code of practice for the elimination of racial discrimination in education England & Wales (1989)
- Code of practice in rented housing (1991)
- Code of practice in non-rented (owner-occupied) housing (1992)
- Code of practice in primary health care services (1992)
- Code of practice in maternity services (1994)