

Billingsborough Parish Council

Equal Opportunities Policy

This Policy was adopted by the Council in September 2009 and was reviewed and amended at the meeting of the full Council on Tuesday 10 March 2026.

1.1 The aim of this policy is to communicate the commitment of the Council, its Members and Clerk to the promotion of equality and diversity in relation to Billingsborough Parish Council and is in line with South Kesteven District Council Policy.

1.2 Billingsborough Parish Council is opposed to all forms of unlawful and unfair discrimination. All people and employees will be treated fairly and will not be discriminated against on the grounds of:

1.3 Gender, including gender reassignment; marital or civil partnership status; social class; having or not having dependants; religious belief of political opinion; race, including colour, nationality, ethnic or national origins; disability; sexual orientation; age.

1.4 Billingsborough Parish Council recognises that the provision of equal opportunities in the community is good practice.

1.5 In accordance with the Equality Act 2010, all Council members or employees whether voluntary, full-time, part-time, fixed contract, agency workers or temporary, will be treated fairly and equally. Selection for employment, promotion, training, remuneration or any other benefit will be on the basis of aptitude and ability.

1.6 All Members and employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the Council.

Equality Act 2010

1.7 The **Equality Act 2010** brought together all previous anti-discrimination law streamlining legislation and simplifying processes. It sets out the personal characteristics that are protected by the law and the behaviour that is unlawful. Our duty under the Equality Act 2010 is to show that we have given **due regard** to the need to:

- **Eliminate unlawful discrimination**, harassment, victimisation and any other conduct prohibited by the act
- **Advance equality of opportunity** between people who share a protected characteristic and people who do not share it

- **Foster good relations** between people who share a protected characteristic and people who do not share it

Protected characteristics include:

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

1.8 This policy is fully supported by the Council, its Members and Clerk and has been agreed with employers (National Association of Local Councils) and employees (Society of Local Council Clerks) representative bodies and trade unions.

1.9 Breaches of the Billingborough Parish Council Equal Opportunities Policy will be regarded as misconduct and could lead to disciplinary proceedings

1.10 The policy will be monitored and reviewed at least annually.

1.11 Any queries regarding this Policy should be directed to the Clerk to Billingborough Parish Council.

Clerk to the Council
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