

# **Alresford Parish Council**

## **Equal Opportunities Policy**

Alresford Parish Council is an equal opportunities employer.

### **Age**

Age discrimination is a relatively new concept but there is legislation that protects workers from unfair treatment due to their age. The Employment Equality Act (Age) Regulations 2006 is the main piece of legislation fighting ageism in employment in the United Kingdom. This Act protects people aged 50 and over from being discriminated against in the hiring of new workers, how workers are treated in the workplace, the firing, of workers, redundancies and retirement. Employment equality for younger workers is dealt with in other legislation.

### **Ability**

Discrimination against individuals with disabilities is also illegal in the United Kingdom. The Disability Discrimination Act (DDA) of 1995 is the main piece of legislation that deals with this topic. This Act outlaws discrimination based on disability in the areas of employment, education, access to goods, facilities and services and in relation to land and property.

This Act also requires public bodies to promote equal opportunities for all individuals, regardless of ability, and it addresses the issue of equal access to public transportation by setting minimum standards for ease of use of all passengers.

The Special Educational Needs and Disability Act 2001 amends and extends the DDA, and the Mental Health Act of 1983 protects the rights of individuals with learning disabilities and/or mental health concerns.

### **Race**

The Race Relations Act 1976 and all of its amendments, and extensions protect individuals from being discriminated against in

employment on the grounds of colour, race, nationality, religious beliefs or ethnicity. This Act does not distinguish between whether racist practices were done on purpose, it is concerned only with whether or not racial discrimination occurred. Four main types of discrimination are recognised in relation to employment. Direct discrimination is deliberate and obvious. Indirect discrimination occurs when practices or policies disadvantage one or more racial groups. Harassment occurs when the workplace is allowed to become a hostile environment. Finally, victimisation occurs when someone has complained about discrimination and is then treated less fairly than others.

### **Religion**

The Race Relations Act 1976 is also the main piece of legislation protecting the religious rights of all employees in the United Kingdom. In addition to this Act, the Employment Equality (Religion or Belief) Regulations 2003 forbids discrimination in employment or vocational training due to religion or belief. Though there is no particular list of religions or beliefs that are included in UK legislation, most major world religions and minority belief systems are recognised for the purposes of these documents. Questions about what constitutes a religion or belief are settled by Employment Tribunal.

### **Sex**

A variety of laws work to provide equal rights to males and females in the United Kingdom. The Sex Discrimination Act of 1975 protects individuals from being discriminated against in employment, vocational training, education, the provision and sale of goods, facilities and services, premises and the exercise of public functions due to their sex/gender. The Equal Pay Act of 1970 mandates equal pay for equal work regardless of an individual's sex/gender. For further information on any of the above topics, visit a professional solicitor or visit a Citizens Advice Bureau.

Policy reviewed: April 2023

Next review: April 2024