



Equality in Employment Policy

Document Control Sheet

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This policy supersedes all previous issues.

1. Scope

- 1.1. Ryedale District Council is committed to conducting its business in a way which is fair and appropriate to all sections of the community. This may mean taking positive steps to ensure equal opportunities in employment.
- 1.2. This policy applies to all employees of Ryedale District Council and Elected Members and those working for but not employed by Ryedale District Council.

2. Purpose

2.1. The purpose of this policy is to:

- Ensure that no discrimination occurs in recruitment or employment because of age, disability, sex, gender reassignment, pregnancy, maternity, race (which includes colour, nationality and ethnic or national origin), sexual orientation, religion or belief, or because someone is married or in a civil partnership or any other unjustifiable cause not specified.
- Provide equality of opportunity in all aspects of employment including recruitment, promotion, opportunities for training, pay and benefits.
- Ensure that no employee, or potential employee, receives less favourable treatment or is disadvantaged on the grounds of age, disability, sex, gender reassignment, pregnancy, maternity, race (which includes colour, nationality and ethnic or national origin), sexual orientation, religion or belief, or because someone is married or in a civil partnership or any other unjustifiable cause not specified.
- Oppose and avoid all forms of discrimination (both direct and indirect), bullying, harassment and victimisation.

3. Our Commitment

3.1. Ryedale District Council commits to:

- Comply fully with the Equality Act (2010) in all that we do.
- Ensure that there is equality and diversity in the workplace which is consistent across all teams and areas.
- Create a working environment which is free of bullying and harassment, victimisation and discrimination.
- Take seriously any complaint or allegation of bullying, harassment, victimisation or discrimination and act upon it appropriately following

our policies and procedures.

4. What is Equality?

- 4.1 Equality is ensuring that all of our employees have access to the same opportunities and that everyone is treated fairly. Some people may need additional support or resources to access the same opportunities as others.

5. Protected Characteristics

- 5.1. As defined by the Equality Act (2010) protected characteristics are as follows;

- age
- disability
- gender reassignment
- pregnancy and maternity
- race
- religion or belief
- sex (i.e. gender)
- sexual orientation
- marriage and civil partnership (employment)

The Equality Act deems any difference of treatment of a person, because of any of the above characteristics to be unlawful.

6. Definitions

- 6.1. **Harassment** is where someone receives unwanted behaviour due to a protected characteristic.
- 6.2. **Victimisation** is the unfair treatment of someone who is believed to have made or supported a complaint under the Equality Act 2010.
- 6.3. **Bullying** is the bad treatment of a person. This is similar to harassment but is not related to a protected characteristic.
- 6.4. **Discrimination** is when a person is disadvantaged or treated unfairly due to a protected characteristic. There is a difference between direct and indirect discrimination.
- **Direct discrimination** is where a person is disadvantaged or treated unfairly due to them having a protected characteristic.
 - **Indirect discrimination** is where you put rules, processes or other things in place that apply to everyone, but that would unfairly disadvantage someone with a protected characteristic.

7. Complaints

7.1. Any complaint of bullying, harassment, victimisation or discrimination will be taken seriously and dealt with through one of our existing policies and procedures¹.

- Resolving Issues at Work Policy
- Disciplinary policy
- Speak Out policy
- #zerotolerance

7.2. We take any of the above behaviours very seriously and any such behaviour will be treated as misconduct and dealt with through our internal procedures, where appropriate action will be taken. Serious acts of this kind may amount to gross misconduct and could lead to dismissal without notice.

7.3. Any complaints received in relation to Elected Members will be dealt with separately under the relevant policy.

8. LGA Equality Framework for Local Government

8.1 The Equality Act 2010 challenges organisations to know how age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion/belief, sex, and sexual orientation describe the experiences of local communities, both individually and collectively. Organisations are expected to use this understanding to demonstrate 'due regard' to the Public Sector 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
- foster good relations between people who share a protected characteristic and those who do not.

Ryedale District Council will seek to utilise the Equality Framework for Local Government (EFLG) to assist the organisation, in discussion with local partners including local people, review and improve our performance for people with characteristics protected by the Equality Act 2010. Using the EFLG will help the organisation deliver on the public sector equality duty (PSED).

¹ hyperlinks to referenced policies will be added once the policies are approved and published

The five performance areas of the Equality Framework for Local Government are:

- Knowing your communities
- Leadership, partnership and organisational commitment
- Involving your communities
- Responsive services and customer care
- A skilled and committed workforce