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Eastchurch Parish Council Equality Act 2010 Public Sector Equality Duty Policy 13

Adopted at the Public Meeting of the Council on 24th July 2018

General Duty in S 149 of the Equality Act 2010.

There is a Public Sector Equality Duty in section 149 of the Act that applies to both parish and community councils.

“A person who is not a public authority but who exercises public functions must, in the exercise of those functions, have due regard to the matters mentioned in sub-section (1) that is, in the exercise of its functions, the requirement to have due regard to the need to:

- (a) Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
- (b) Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- (c) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.”

Eastchurch Parish Council will comply with the General Duty in S 149 of the Equality Act 2010.

- The Equality Act 2010 Code of Practice on Services, Public Functions and Associations;
- The Equality Act 2010 Code of Practice on Employment;
- The Equality Act 2010 Code of Practice on Equal Pay.

These Codes, brought into force by The Equality Act 2010 (Codes of Practice, Services, Public Functions and Associations, Employment, and Equal Pay) Order 2011 (SI 2011/857) apply in England and Wales.

The Services Code covers Part 3 (including Schedules 2 and 3) of the Act, which makes it unlawful to discriminate against, harass or victimise a person when providing a service (which includes the provision of goods or facilities) or when exercising a public function. The Services Code also covers provisions in Part 7 (including Schedules 15 and 16) of the Act, which makes it unlawful for associations (including private clubs) to discriminate against, harass or victimise members, associates guests or individuals.

The Employment Code covers provisions in Chapters 1 and 4 of Part 5 (including Schedules 6, 8 and 9) of the Act, which make it unlawful to discriminate against, harass or victimise a person at work or in employment services, and restrict the circumstances in which potential employees can be asked questions about disability or health. The Employment Code also covers provisions in Part 10 of the Act relating to unenforceable terms in contracts, etc.

The Equal Pay Code covers provisions in Chapter 3 of Part 5 (including Schedule 7) of the Act relating to equal pay between men and women; pregnancy and maternity pay; and provisions making it unlawful for an employment contract to prevent an employee disclosing his or her pay. The Services Code and the Employment Code also cover the key concepts on which the Act is based, including the characteristics which are protected under the Act and the definitions of discrimination and other conduct which are prohibited by Parts 2 and 8 of the Act. They also cover section 158 relating to positive action in Part 11, and general exceptions in Part 14 (including Schedules 22 and 23), of the Act.

The Services Code, the Employment Code and the Equal Pay Code also cover relevant provisions in Part 9 of the Act dealing with enforcement of its provisions. The codes supersede various codes of practice, issued under previous discrimination legislation by former commissions...”

Eastchurch Parish Council will comply with The Equality Act 2010 (Codes of Practice, Services, Public Functions and Associations, Employment, and Equal Pay) Order 2011 (SI 2011/857)