

ARTHURET PARISH COUNCIL

EQUALITY AND DIVERSITY POLICY

The aim of this policy is to communicate the commitment of Arthuret Parish Council, its Members and Officers to meeting the Public Sector Equality Duty, which came into force on 5 April 2011.

The Equality Duty applies to public bodies and others carrying out public functions. It supports good decision making by ensuring public bodies consider how different people will be affected by their activities, helping them to deliver policies, representation and services, which are efficient and effective, accessible to all, and which meet different people's needs.

POLICY STATEMENT

It is Arthuret Parish Councils policy to provide representation, information, facilities, services and employment to all irrespective of:

- Gender, including gender reassignment
- Marital or civil partnership status
- Having just had a baby or being pregnant
- Having or not having dependants
- Religious beliefs or political opinion
- Race (including ethnic or national origins, nationality, colour)
- Disability
- Sexual orientation
- Age

Arthuret 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 any of the above grounds. All decisions will be made objectively and without unlawful discrimination.

Arthuret Parish Council recognises that supporting equality is of primary importance. This policy will help in those who are Council Members or work for the Council to develop sound and effective policies that impact on the village, community and surrounding areas.

Arthuret Parish Council aims to create a culture that respects and values each other's differences, that promotes dignity, equality and diversity. We aim to remove barriers, bias or discrimination that prevents individuals or groups from realising their potential and contributing fully to the community to develop a culture that positively values diversity.

Arthuret Parish Council will challenge discrimination, it aims to provide equality and fairness to all in the community and expects all Members and Officers to be aware and understand the Equality Act 2010.

EQUALITY COMMITMENTS

Arthuret Parish Council is committed to

- Promoting equality of opportunities for all persons.
- Promoting a good and harmonious environment in which all persons are treated with respect.
- Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation.
- Fulfilling our legal obligations under equality legislation and associated codes of practices.
- Complying with our own equal opportunities policy and associated policies.
- Taking lawful alternative and positive action when required.

IMPLEMENTATION

The chairman has specific responsibility for the effective implementation of this policy. In order to implement this policy he/she shall:

- Communicate the policy to Members, the Clerk and members of the public.
- Incorporate equal opportunities into general practices.
- Ensure that other persons or organisations will comply with the policy in their dealings with the Council

MONITORING AND REVIEW

Arthuret Parish Council will establish appropriate information and monitoring systems to assist the effective implementation of our equal opportunities policy.

The effectiveness of our equal opportunities policy will be reviewed annual and action taken as necessary.

In addition to the Councils internal procedures, any person has the right to pursue complaints of discrimination under the Equality Act 2010.

THE LAW

The policy will be implemented within the framework of the relevant legislation, which includes

Sex Discrimination Act 1975

Gender Reassignment Act 1999

Race Relations (Amendment) Act 2000

Disability Discrimination Act 1997

The Protection for Harassment Act 1997

Inclusive of any /all updates, or replacement Acts to the above.

Reviewed and readopted 13th May 2024