

SOUTH CROXTON
PARISH COUNCIL
EQUALITY AND DIVERSITY POLICY

Reviewed on 8th April 2024

Signed

Date 8th April 2024

SOUTH CROXTON PARISH COUNCIL

Equality and Diversity Policy

Introduction

1. South Croxton Parish Council (the Parish Council) is committed to providing and promoting equal opportunities, eliminating Discrimination, Harassment, Victimisation, and encouraging diversity in the community.
2. The Parish Council aims to create a culture that respects and values each other's differences and which promotes dignity, equality, and diversity.
3. A current copy of this policy is maintained on the Parish Council website.

Purpose

1. The Parish Council recognises that supporting equality is of primary importance. This policy will help Councillors and employees of the Parish Council to develop sound and effective policies which impact on the local community, whilst ensuring that the Parish Council meets its commitments under the Equality Act 2010.

Scope

1. This policy applies to all employees, volunteers, contractors, and elected members of the Parish Council.
2. It is the responsibility of every employee and Councillor of the Parish Council to ensure that they do not discriminate in any way. All employees and Councillors have a duty to uphold principles of equal opportunities. Any breach of this policy will be considered by a special meeting of the Parish Council.

Equality Act 2010

1. The Equality Act 2010 applies to public bodies and others carrying out public duties. It supports sound decision making by ensuring that consideration is given to how different individuals may be affected by activities, policies and services provided.
2. The Equality Act 2010 places a public sector duty on the Parish Council to work toward:
 - a. Elimination discrimination, harassment, victimisation, and any other conduct prohibited under the Act.
 - b. Advance equality of opportunity between individuals who share a protected characteristic and those who don't share that characteristic.
 - c. Foster good relations between individuals who share a protected characteristic and those who don't share that characteristic.
3. No individual is to be subjected to discrimination. This includes but is not limited to the following characteristics (known as protected characteristics under the Act):
 - Age
 - Disability
 - Gender
 - Marital status and civil partnerships
 - Pregnancy and maternity
 - Race
 - Religion and beliefs
 - Sexual orientation
 - Ethnic origin
 - Nationality

Equality Commitments

1. The Parish Council supports the principles and practices of the Equality Act 2010 and recognises it is the duty of all Councillors and employees to accept their personal responsibility to foster a fully integrated community at work by respecting and adhering to the principles of equality for all.
2. The Parish Council will actively promote equality throughout the organisation through the application of policies which ensure that individuals receive treatment that is fair, equitable, and consistent with their relevant aptitudes, potentials, skills, experience, and abilities.
3. The Parish Council is committed to:
 - a. Promoting equal opportunity for all individuals
 - b. Promoting a harmonious environment in which all individuals are valued and treated with respect
 - c. Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation.
 - d. Fulfilling its legal obligations under the Equality Act 2010.

Policy Review

1. The Parish Council will review this policy on an annual basis or sooner if required.