

COTTESMORE PARISH COUNCIL

Equality and Diversity Policy

1. Aims

The aim of this policy is to communicate the commitment of Cottesmore Parish Council, its Members and Officers to meeting the requirements of 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 have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations between different people when carrying out their activities.

2. Policy Statement

It is the policy of Cottesmore Parish Council 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 belief or political opinion
- Race (including colour, nationality, ethnic or national origins)
- Disability
- Sexual orientation
- Age

Cottesmore 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.

Cottesmore Parish Council aims to create a culture that respects and values each others differences, that promotes dignity, equality and diversity. We aim to remove barriers, bias or discrimination that prevent individuals or groups from realising their potential and contributing fully to the community.

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

3. Equality Commitments

Cottesmore Parish Council is committed to:

- Promoting equality of opportunity 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 its legal obligations under equality legislation and associated codes of practice
- Taking lawful affirmative and positive action where appropriate

4. Implementation

The Chairman, with the assistance of the Clerk, has specific responsibility for the effective implementation of this policy. In order to implement this policy he or 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

5. Monitoring and Review

The effectiveness of this policy will be reviewed every two years, or when relevant legislation is passed, and any necessary action taken.

6. Complaints of Discrimination

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

Adopted 17 June 2019
Reviewed June 2021
To be reviewed June 2023