

Haynes Parish Council

Equality and Diversity Policy

1. Introduction and Scope

1.1 The aim of this policy is to communicate the commitment of Haynes Parish Council ("the Parish Council"), its Members and Officer(s) to complying with the Equality Act 2010 and meeting the Public Sector Equality Duty, which came into force on 5 April 2011.

1.2 The Equality Duty applies to public bodies and others carrying out public functions. It supports good decision-making and the promotion of equality and diversity 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.

1.3 This policy applies to all employees, volunteers, contractors and elected members of the Parish Council.

2. Equality and Diversity Statement

2.1 It is the policy of the Parish Council to provide representation, information, facilities, services and employment to all irrespective of:

- Gender, including gender reassignment
- Marital or civil partnership status
- Pregnancy or maternity
- Religious belief or political opinion
- Race (including colour, nationality, ethnic or national origins)
- Disability
- Sexual orientation
- Age

2.2 The Parish Council is opposed to all forms of unlawful and unfair discrimination. All people will be treated fairly and will not be discriminated against on any of the above grounds. All decisions about them or affecting will be made objectively and without unlawful discrimination.

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

2.4 The Parish Council aims:

- a. to create a culture that respects and values each other's differences and promotes dignity, equality and diversity.
- b. to remove barriers, bias or discrimination that prevents individuals or groups from realising their potential and contributing fully to the community.
- c. to develop a culture that positively values diversity.
- d. to make the parish a welcoming place for everyone
- e. to make sure relevant services are available to all
- f. to provide fair treatment that meets individual needs
- g. to encourage a diverse council body

2.5 The 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.

3. Equality Commitments

3.1 The Parish Council is committed to:

- Supporting the principles of the Equality 2010 and meeting the Public Sector Equality Duty 2011
- 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.
- Complying with its own equal opportunities policy and associated policies.
- Taking lawful affirmative and positive action where appropriate.

4. Implementation

4.1 The Chair 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 Parish Council

5. Grievances

- 5.1 If any person considers they have been unlawfully discriminated against, they should use the Parish Council's grievance procedure to make a complaint.
- 5.2 The Parish Council will take any complaint seriously and will seek to resolve any grievance that it upholds. A person will not be penalised for raising a grievance, even if their grievance is not upheld, unless their complaint is both untrue and made in bad faith.
- 5.3 In addition to the Parish Council's internal procedures, any person has the right to pursue complaints of discrimination under the Equality Act 2010.

6. Monitoring and Review

- 6.1 The Parish Council will monitor this policy periodically to judge its effectiveness and it will be updated in accordance with any changes in the law.
- 6.2 This is a non-contractual policy.

Adopted by Haynes Parish Council @ 22nd July 2024