

MINCHINHAMPTON PARISH COUNCIL –EQUALITY AND DIVERSITY POLICY 25.9.17

RATIONALE

Minchinhampton Parish Council is committed to promoting equality and tackling discrimination. This means treating people fairly, valuing differences and removing barriers that prevent people from fully participating in public life and realising their full potential.

AIM / LEGAL RESPONSIBILITIES

The aim of this policy is to communicate the commitment of Minchinhampton Parish Council and its Members to the promotion of equality and diversity in all aspects of its business in accordance with the Equality Act 2010, which protects people from discrimination on the basis of the following nine protected characteristics: age, disability, gender reassignment, marriage & civil partnership, pregnancy and maternity, race, religion & belief, sex (gender) and sexual orientation.

The Act contains a new integrated Public Sector Equality Duty, which requires all public bodies and private bodies that deliver a public function, to consider the needs of protected groups when designing and delivering services.

Under the Act, the Council must have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act;
- advance equality of opportunity between people who share a protected characteristic and those who do not;
- foster good relations between people who share a protected characteristic and those who do not.

Having due regard for advancing equality involves:

- removing or minimising disadvantages suffered by people due to protected characteristics;
- taking steps to meet the needs of people from protected groups where these are different from the needs of other people;
- encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low;
- tackling prejudice and promoting understanding between different communities.

OUR COMMITMENT

We are committed to:

- Promoting equality of opportunity for all persons
- Promoting a good and harmonious environment in which all men and women are treated with respect and dignity and in which no form of intimidation or harassment is tolerated
- Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation
- Fulfilling all our legal obligations under the equality legislation and associated codes of practice
- Complying with our own equal opportunities policy and associated policies
- Taking lawful affirmative or positive action where appropriate
- Regarding as misconduct any breaches of this policy.

Equality is the responsibility of every Councillor, employee of Minchinhampton Parish Council and any other person or organisation employed by the Council to work or deliver services on its behalf, including those employed through contractual, commissioning or grant-aided arrangements.

IMPLEMENTATION

We expect all Members to abide by the policy and help to increase the equality environment in matters under the Parish Council control.

In order to implement this policy, Minchinhampton Parish Council shall:

- communicate the policy to Members by notifying existing and new Members;
- endeavour, through appropriate training, to ensure that it will not consciously or unconsciously discriminate in the selection or recruitment of applicants for co-option / election to the Council;
- incorporate specific and appropriate duties in respect of implementing the equality and diversity policy in roles and responsibilities of Committee Members;
- ensure that adequate resources are made available to fulfil the objectives of the policy.

REVIEW

The policy will be reviewed Sept 2019