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## EQUALITY AND DIVERSITY POLICY

### Aims

The aim of this policy is to communicate the commitment of North Waltham Parish Council, its members and officers to meeting the requirements of the Equality Act 2010, which brings together a range of other equality legislation. This Act also introduced the Public Sector Equality Duty, which came into force on 5 April 2011, which 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 North Waltham Parish Council's policy to provide representation, information, facilities, services and employment to all irrespective of the protected characteristics of:

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership
- Pregnancy or maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

North Waltham 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.

North Waltham Parish Council recognises that supporting equality is of primary importance. This policy will help all 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.

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

North Waltham 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 of and understand the Equality Act 2010.

### **Equality Commitments**

North Waltham Parish Council is committed to:

- Promoting equality of opportunity for everybody.
- Promoting a good and harmonious environment in which all persons are treated with respect.
- Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimization.
- Fulfilling our legal obligations under equality legislation and associated codes of practice.
- Complying with our own associated policies.
- Taking lawful, affirmative and positive action where appropriate.

### **Implementation**

North Waltham Parish Council will

- Bring this policy to the attention of all members and officers of the council.
- Incorporate equal opportunities into general practices.
- Expect that other persons or organisations will comply with the policy in their dealings with the Parish Council.

### **Monitoring and Review**

North Waltham Parish Council will review this policy every two years.

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

Approved at Parish Council meeting, minute reference .....203/FC/10/19-20.....

Signed .....*Chairman*..... Date .....21<sup>st</sup> January 2020.....