



LITTLE GADDESSEN PARISH COUNCIL

INTRODUCTION

Little Gaddesden Parish Council is committed to providing and promoting equal opportunities, eliminating discrimination and encouraging diversity in the Community. Little Gaddesden Parish Council aims to create a culture that respects and values each other's differences and which promotes dignity, equality and diversity.

PURPOSE

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

SCOPE

This policy applies to all employees, volunteers, contractors and elected members of Little Gaddesden Parish Council. It is the responsibility of every employee and Councillor of Little Gaddesden Parish Council to ensure that they do not discriminate in any way. All employees and Councillors have a duty to uphold equal opportunities principles.

Equality Act 2010

The policy will be implemented within the framework of the Equality Act 2010

The Equality Act 2010 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 the activities, policies and services provided.

The Equality Act 2010 places a Public Sector Duty on Little Gaddesden Parish Council to work to:

- eliminate discrimination, harassment, victimisation and any other conduct prohibited under the Act
- advance equality of opportunity between persons who share a protected characteristic and persons who don't share it
- foster good relations between persons who share a relevant protected characteristic and persons who don't share it
- no individual will be discriminated against. This includes, but is not limited to the following characteristics (known as protected characteristics under the Act)
 - Age
 - Disability
 - Gender
 - Gender reassignment.
 - Marital status and civil partnerships
 - Pregnancy and maternity
 - Race
 - Religion faith or belief including lack of belief

- Sexual orientation
- Ethnic origin
- Nationality

IN THE COMMUNITY

The Parish Council is committed to creating a socially inclusive and cohesive community by:

- promoting equal opportunity and equal access to employment, services and information.
- identifying and addressing the barriers that different groups face to participation in community life.
- working towards ensuring fair and equitable resources.
- respecting the diversity of our community.
- working with others to ensure that Little Gaddesden is a safe place in which to live, work or visit.
- listening and responding to the views of our communities through appropriate and widespread consultation and participation mechanisms, which are accessible to all.
- ensuring the communications, we produce and the events we hold positively reflect and promote the diversity of our communities and are made fully accessible.

SERVICES

We are committed to ensuring that our services are accessible to all and responsive by:

- ensuring our customers are aware of our services and that we deliver our services in ways that are sensitive to customers’ needs.
- ensuring that all those in the community are able to visit our community halls and open spaces.
- ensuring that the information we provide about our services is accessible to our community.
- consulting and involving all sections of our community in the development and monitoring of our policies and services in ways which enable people to participate.

PROCUREMENT

We are committed to ensuring that those contractors and others from whom we procure goods and who deliver our services share and implement our equality vision and values by:

- demonstrating that all practicable steps are being taken to allow equal access and equal treatment in employment and service delivery for all, as appropriate to the nature of the contract concerned.

Monitoring

The policy will be monitored by the Clerk and the Council as a whole and will be reviewed every two years, or earlier if there is a significant change in legislation.

Approved by the Parish Council at the meeting on.....

Signed by the Chairman.....