



Dickens Heath Parish Council

Equality and Diversity Policy Statement

1. **Statement of Purpose**

The Parish Council recognises the importance of supporting equality and this Policy will help our Councillors and Employees to develop effective and sound policies that impact on our local community and ensure the Parish Council meets its obligations under the Equality Act 2010

2. **Scope**

This policy applies to all Parish Councillors, employees and members of any other body including volunteers appointed by Dickens Heath Parish Council.

3. **Policy Statement**

Dickens Heath Parish Council will actively promote equality through the application of policies that ensure individuals receive treatment that is fair and equitable and consistent with their potential, skills, experience and abilities. The Parish Council has adopted the principles and practices embodied in the Equality Act 2010 - that recognises that it is the duty of all Councillors and employees to accept their personal responsibility to prevent any forms of behaviour that discriminate against individuals or groups of people, which will not be tolerated, and will work to minimise discrimination in any form whilst recognising that equality does not necessarily mean treating everybody the same.

The Parish Council is committed to:

- Promoting equality of opportunity for all persons.
- Promoting a harmonious environment in which all persons are treated with respect and valued.
- Preventing occurrences of unlawful direct and indirect discrimination, harassment and victimization.
- Fulfilling its obligations under the Equality Act 2010.

4. **Implementation**

Equality Act 2010: Dickens Heath Parish Council recognises the importance of providing and promoting equal opportunities and encouraging diversity while eliminating discrimination within its diverse community.

The Parish Council aims to create and encourage a culture that respects each individual's differences and promotes dignity, equality and diversity.

Each Councillor and employee of Dickens Heath Parish Council has a personal responsibility to ensure that they do not discriminate in any way and have a duty to uphold equal opportunity principles. Any breach of this policy will be dealt with under the Parish Council's appropriate procedures.

The Equality Act 2010 is applicable to all public bodies and others carrying out public functions and services. It ensures that public bodies consider how different people will be affected by the actions, decisions, policies and services they provide.

The Equality Act 2010 places a statutory duty on the Parish Council to work towards:

- a) Eliminating discrimination, harassment, victimisation and any other conduct prohibited by the Act.
- b) Advancing equality of opportunity between those persons who share a protected characteristic and persons who do not share it.
- c) Fostering good relations between those persons who share a protected characteristic and persons who do not share a protected characteristic.

No individual will be discriminated against and this will include but not be limited to the following protected characteristics under the Act:

- Age
- Disability
- Gender reassignment
- Marital status and civil partnership
- Pregnancy and maternity
- Race including colour, nationality, ethnic or national origin
- Religion and belief
- Sex/gender and sexual orientation
- Ethnic origin
- Nationality

5. Policy Review & Publication

Dickens Heath Parish Council will review this policy every 2 years, or as necessary, and publish a current version on its website.

Date of Approval: October 13th 2020

Recommended Review Date: October 2022 or earlier