

AKELEY PARISH COUNCIL

EQUALITY AND DIVERSITY POLICY

The aim of this policy is to communicate the commitment of the Parish Council of Akeley, its Members and Officer(s), to meeting the requirements of the Public Sector Equality Duty.

Introduction

The Public Sector Equality Duty was embodied in Section 149 of the Equality Act 2010 and came into force on 5 April 2011. It applies to public bodies and others carrying out public functions and requires them to give due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations between different people when carrying out their duties. It supports good decision-making by ensuring public bodies and others carrying out public functions consider how different people, with different needs, will be affected by their activities and it helps these organizations deliver policies, representation and services which are efficient, effective and accessible to all.

The promotion of equality and diversity in relation to Akeley Parish Council

It is our policy to provide representation, information, facilities, services and employment to all irrespective of:

- Gender, including gender reassignment
- Marital or civil partnership status
- Having just had a baby or being pregnant
- Having or not having dependents
- Religious belief or political opinion
- Race (including colour, nationality, ethnic or national origins)
- Disability
- Sexual orientation
- Age

Akeley 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.

Akeley Parish Council recognises that supporting Equality is of primary importance. This policy will help all those who are Council Members, or are associated in any capacity with the Council, to develop sound and effective policies that impact on the village and surrounding areas.

Akeley Parish Council aims to create a culture that respects and values differences between individuals and promotes dignity, equality and diversity. We aim to develop a culture that positively values diversity by removing barriers, bias or discrimination that prevent individuals or groups from realizing their potential and contributing fully to the community.

Akeley 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

Akeley Parish Council is committed to:

- 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 victimization.
- Fulfilling our legal obligations under equality legislation and associated codes of practice.
- Complying with our own equal opportunities policy and associated policies.
- Taking lawful affirmative and positive action where appropriate.

Endorsement

This policy is fully supported by all Members of Akeley Parish Council and has been approved at its meeting on 13th July 2015.

Implementation

The Chairman has specific responsibility for the effective implementation of this policy. In order to implement this policy he or she will:

- 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 Council.

Monitoring and Review

Akeley Parish Council will establish appropriate information and monitoring systems to assist the effective implementation of its Equality and Diversity Policy.

The effectiveness of the Equality and Diversity Policy will be reviewed annually and any action will be taken as necessary.

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