



ST LEONARDS & ST IVES

PARISH COUNCIL

Equality and Diversity Policy

Policy No: 8

1. Aims

The aim of this policy is to communicate the commitment of St Leonards and St Ives Parish Council, its Members and Officers to meeting the Public Sector Equality Duty, which came into force on 5 April 2011. The Equality Duty 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.

2. Policy Statement

It is St Leonards and St Ives Parish Council's policy to provide representation, information, facilities, services and employment to all irrespective of:

- Gender, including gender reassignment
- Marital or civil partnership status
- Religious belief or political opinion
- Race (including colour, nationality, ethnic or national origins)
- Disability
- Sexual orientation
- Age

The 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. St Leonards and St Ives 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 residents, the community and surrounding areas.

St Leonards and St Ives Parish Council aims to create a culture that respects and values each other's differences, that promotes dignity, equality and diversity. We aim to remove barriers, bias or discrimination that prevent individuals or groups from realizing their potential and contributing fully to the community to develop a culture that positively values diversity.

St Leonards and St Ives 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 and understand the Equality Act 2010.

3. Equality Commitments

St Leonards and St Ives 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 equal opportunities and associated policies.
- Taking lawful affirmative and positive action where appropriate

4. How we will implement this policy:

Communicate the policy to all Councillors, Officers 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. All decisions made by the council will consider this policy and follow its aims and guiding principles.

5. Equality Impact Assessment (EIA).

The Parish Council will conduct EIAs on all its decisions that may have equality implications. This means it will apply the principles of the policy to decisions and make sure that actions taken reflect these principles. The EIAs may take the form of a verbal appraisal or discussion or a written document, dependant on the nature of the decision or project.

6. Monitoring and Review

The effectiveness of this policy will be reviewed annually, and action taken as necessary. In addition to the Council's internal procedures, any person has the right to pursue complaints of discrimination under the Equality Act 2010.