

## Brigstock Parish Council Equality & Diversity Policy

**Aims** The aim of this policy is to communicate the commitment of Brigstock Parish Council, its Members and Officers to meeting the Public Sector Equality Duty.

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.

**Policy Statement** It is Brigstock Parish Council's policy to provide representation, information, facilities, services and employment irrespective of:

- Gender
- Marital or civil partnership status
- Pregnancy and Maternity
- Having or not having dependants
- Religious belief or political opinion
- Region of origin
- Length of residence in the village
- Race (including colour, nationality, **caste**, (in NALC policy) ethnic or national origins)
- Disability
- Age
- Sexual orientation **or gender reassignment** (in NNC policy)

Brigstock 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.

**The Council has a duty to make reasonable adjustments to overcome barriers to using services caused by disability.** (Paraphrased from NALC)

Brigstock 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.

Brigstock Parish Council aims to create a culture that respects and values each others' differences, that promotes dignity, equality and diversity. The Council aims 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.

Brigstock Parish Council will challenge discrimination. The Council 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.

**Equality Commitments** Brigstock Parish Council is committed to:

- Promoting equality of opportunity for all persons.
- Promoting a positive and harmonious environment in which all persons are treated with respect.
- **Promoting accessibility and inclusivity** (similar to NNC)
- Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimization.
- Fulfilling the Council's legal obligations under equality legislation and associated codes of practice.
- Complying with the Council's own equal opportunities policy and associated policies.
- **Fostering good relations between those who share a protected characteristic and those who do not share it.** (From NNC)
- Taking lawful affirmative and positive action where appropriate.

**Implementation** The Chair has specific responsibility for the effective implementation of this policy. In order to implement this policy he or she shall:

- 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 & Review** Brigstock Parish Council will establish appropriate information and monitoring systems to assist the effective implementation of the Council's equal opportunities policy. The effectiveness of our equal opportunities 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.

Adopted by Brigstock Parish Council on 19/06/2019 ref 06-19.010

Meeting Chair.....M Smith

Clerk..... N Searle