

Brimpton Parish Council

Equality and Diversity Policy

1. Introduction

The aim of this policy is to communicate the commitment of Brimpton Parish Council collectively and individually to meeting the Public-Sector Equality Duty, implemented in April 2011. The Equality Duty applies to public bodies and others carrying out public functions. It requires the public sector to deliver policies, representation and services which are efficient and effective, accessible to all and which meet different people's needs.

2. Policy

2.1. It is the policy of the Parish Council to provide representation, information, facilities, services and employment to anyone irrespective of:

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

2.2. 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.

2.3. The Parish Council aims to support a culture that respects and values each others' differences, that promotes dignity, equality and diversity. It supports the removal of barriers, bias or discrimination that prevent individuals or groups from realizing their potential and contributing fully to the community.

2.4. The Parish Council aims to provide equality and fairness to all in the community and expects all councillors and the Clerk to be aware of, and to understand, the Equality Act 2010.

3. Equality Commitments

The Parish Council is committed to:

- Promoting equality of opportunity for all persons.
 - Promoting an environment in which all persons are treated with respect.
 - Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimization.
 - Fulfilling its legal obligations under equality legislation and associated codes of practice.
 - Complying with our own equal opportunities policy and associated policies.
- This policy is fully supported by all Members of Brimpton Parish Council.

4. Implementation

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

- communicate the policy to councillors, 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 Parish Council.

5. Monitoring and Review

5.1. The Parish Council will establish appropriate information and monitoring systems to assist the effective implementation of our equal opportunities policy.

5.2. The effectiveness of our equal opportunities policy will be reviewed annually, and action taken as necessary.

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