



EQUALITY & DIVERSITY POLICY

Updated 22 May 2023

General Statement

The aim of this policy is to communicate the commitment of East Woodhay Parish Council to meeting the Public Sector Equality Duty, which came into force on 5 April 2011 and meeting the requirements of the [Equality Act 2010](#).

Specifically, East Woodhay 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 about will be made objectively and without unlawful discrimination.
- 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 community.
- 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 realising their potential and contributing fully to the community to develop a culture that positively values diversity
- will challenge discrimination. It aims to provide equality and fairness to all in the community and expects all members and Clerk to be aware and understand the Equality Act 2010.

Policy Objectives

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

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

Equality Commitments

East Woodhay 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 victimisation.
- Fulfilling its legal obligations under equality legislation and associated codes of practice.
- Taking lawful affirmative and positive action where appropriate.

Implementation

The Chair of East Woodhay Parish Council 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 the principles of equality, diversity and inclusion into general practices
- Ensure that other persons or organisations will comply with the policy in their dealings with the Council

What to do if an issue arises

If discrimination has occurred (either reported or observed) the Parish Council clerk will register occurrence and action will be taken to address this, if needs be, by seeking further guidance from the [Equality Advisory and Support Service](#) or [HALC](#).

Monitoring and Review

East Woodhay Parish Council will establish appropriate monitoring systems to assist the effective implementation of our Equality & Diversity Policy.

The effectiveness of this policy will be reviewed annually, and action taken as necessary

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