

Bishop Monkton Parish Council

Equality and Diversity Policy

The aim of this policy is to communicate the commitment of Bishop Monkton Parish Council, its Members and Officer to meeting the Public Sector Equality Duty, which came into force in 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.

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

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

Bishop Monkton 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.

Bishop Monkton 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 and surrounding areas.

Bishop Monkton Parish Council aims to create a culture that respects and values each others' 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.

Bishop Monkton 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.

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Equality Commitments

Bishop Monkton 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.

This policy is fully supported by all Members of **Bishop Monkton Parish Council**.

Monitoring and Review

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

The effectiveness of our Equality and Diversity policy will be reviewed bi-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.

Adopted: August 2019

Review Date: 8th October 2020

Next Review date: October 2022