

Bradwell with Pattiswick Parish Council

Equality and Diversity Policy

Version	1.0
Issue date	13 th June 2016
Author	Parish Clerk & Responsible Financial Officer
Reviewed by	Parish Councillors
Adopted	13 th June 2016
Minute	16/150a
Next review date	July 2017

Contents

STATEMENT OF INTENT	3
The Parish Council's statutory duty under the Equality Act 2010	3
Protected Characteristics.....	3
Undertaking	4
No form of intimidation, bullying or harassment will be tolerated.....	4

STATEMENT OF INTENT

The Parish Council believes that meeting the needs of residents can only be achieved through recognising the value of every individual. In our Commitment to Equality and Diversity, Bradwell with Pattiswick Parish Council:

- is committed to providing and promoting equal opportunities, eliminating discrimination and encouraging diversity in the community
- will comply with current legislation with regard to diversity and equality
- aims to create an environment that respects the diversity of staff, suppliers and service users
- and enables them to achieve their full potential, to contribute fully, and to derive maximum benefits and enjoyment from their involvement with the Parish Council.

To this end the Parish Council acknowledges and strives to embed in all its activities the following basic rights either directly or indirectly:

- The right to receive a professional and appropriate service
- The right to be treated with respect and dignity
- The right to be treated fairly with regard to all procedures, assessments and choices
- The right to receive a fair and unbiased opinion or decision

These rights carry with them responsibilities, not just for Bradwell with Pattiswick Parish Council as a corporate body, but also its staff, councillors, representatives on committees or working groups, service users and those who supply services on their behalf. The Parish Council recognises and upholds these rights and acts in accordance with them in dealings with others.

Councillors, representatives and employees have a personal responsibility for fostering a fully integrated community by adhering to the principles of equal opportunity and maintaining racial harmony in the provision of dedicated services to people on equitable terms

The Parish Council's statutory duty under the Equality Act 2010

As a public body leading and speaking on behalf of the community the Parish Council must play its part in making society fairer by tackling discrimination and providing equality of opportunity for all. The Equality Act 2010 places a new Equality duty on the Parish Council to work to:

- Eliminate discrimination, harassment, victimisation and any other conduct prohibited under the Act
- Advance equality of opportunity between persons who share a protected characteristic and persons who don't share it
- Foster good relations between persons who share a relevant protected characteristic and persons who don't share it

Protected Characteristics

No individual will be unjustifiably discriminated against. This includes, but is not limited to, discrimination because of the following characteristics (known as protected characteristics under the Act)

- Age
- Disability
- Gender
- Marital status and civil partnerships
- Pregnancy and maternity
- Race
- Religion and beliefs
- Sexual orientation
- Ethnic origin
- Nationality

The Parish Council is aware that the above list is not exhaustive and that there are other forms of discrimination that should not be tolerated.

Undertaking

The Parish Council will engage with residents to ensure the service is relevant and meets their needs.

The Parish Council will actively strive to recognise and counter discrimination, and be supportive in doing so.

Any member of the Parish Council, its representatives or employees that are found to be acting in a way that calls the Parish Council into disrepute or breaks any undertaking within this policy shall be subject to disciplinary procedure.

No form of intimidation, bullying or harassment will be tolerated.