

Scaldwell Parish Council Equality & Diversity Policy – Adopted 29/06/2020

1. Aims

The aim of this policy is to communicate the commitment of Scaldwell Parish Council, its Members and Officer to meeting the Public Sector Equality Duty, which came into force on 5 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.

2. Policy Statement

It is Scaldwell Parish Council's policy to provide representation, information, facilities, services and employment to all irrespective of:

- ◆ Gender, including gender reassignment
- ◆ Marital or civil partnership status
- ◆ Pregnancy and maternity
- ◆ Having or not having dependants
- ◆ Religious belief or political opinion
- ◆ Race (including colour, nationality, ethnic or national origins)
- ◆ Disability
- ◆ Sexual orientation

Scaldwell Parish Council is opposed to all forms of unlawful and unfair discrimination.

All Members, employees, volunteers and residents will be treated equally and 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 will incorporate equal opportunities into general practices and aims to remove barriers, bias or discrimination that prevent individuals or groups from realizing their potential and contributing fully to the community. The Council aims to develop a culture that positively values diversity.

3. Review

The Equality and Diversity 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.