

Long Compton

Parish Council

Equality and Diversity Policy

Policy Owner	Sara Billins
Date Ratified	Dec 6th 2021
Review Date	Annual
Next Review	Dec 2022

1. Introduction

a) The Equality Act came into force on 1 October 2010 to protect the rights of individuals and advance equality of opportunity for all. It provides Britain with a discrimination law which protects individuals from unfair treatment and promotes a fair and more equal society.

b) Long Compton Parish Council (LCPC) is committed to the public sector equality duty and will support equality, diversity, and human rights as a defining value of the parish council and society as a whole. LCPC will promote equality of opportunity for everyone, giving every individual the chance to achieve their potential free from prejudice and discrimination.

c) In all its activities the council will have regard to the three aims of the Equality Duty:

1. ***To eliminate unlawful discrimination, harassment, victimisation, and any other conduct prohibited by thee Act***
2. ***To advance equality of opportunity for people who people who share a protected characteristics and people who do not.***
3. ***To foster good relations between people who share a protected characteristic and people who do not.***

d) All members of LCPC recognise the benefits in ensuring equal opportunity and valuing diversity to society as whole and they are committed to the policy statements contained in this document.

e) All councillors are responsible for promoting this policy, treating everybody fairly and with respect, and promoting equality of opportunity.

2. The Equality Act 2010

a) To discriminate against someone means to treat them less fairly, to harass or victimise them or to subject them to practice which places them at a disadvantage.

b) It is unlawful to discriminate against an individual on the grounds of the following protected characteristics.

- Age
- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation
- Marriage and civil partnership

3. Long Compton Parish Council: Our Commitment

AGE We will:

- ensure that people of all ages are treated with respect and dignity

- ensure that people of legal working age are given equal access to our training, development employment and promotion opportunities
- challenge discriminatory attitudes, assumptions and language based on age

DISABILITY We will:
- provide any reasonable adjustments to ensure disabled people have access to our services and employment opportunities
- challenge discriminatory attitudes, assumptions, and language about people with disabilities
- ensure our website and the information contained on it complies with Public Sector Bodies (Websites and Mobile Applications) Accessibility Regulations 2018.

GENDER REASSIGNMENT We will:
- challenge discriminatory attitudes, assumptions, and language about transsexual individuals, whether they propose to, have started, or have completed a process to change their gender.

MARRIAGE AND CIVIL PARTNERSHIP We will:
- ensure that people are treated with respect and dignity regardless of marriage or civil partnership status
- challenge discriminatory attitudes, assumptions and language about marriage or civil partnership status
- ensure that no individual is disadvantaged based on their marriage or civil partnership status

PREGNANCY AND MATERNITY We will:
- ensure that people who are pregnant are treated with respect and dignity and that their needs are taken into consideration
- challenge discriminatory attitudes, assumptions and language about pregnancy or maternity
- ensure that no individual is disadvantaged based on pregnancy or maternity

RACE We will:
- challenge racism of all types wherever it occurs including discriminatory attitudes, assumptions, and language
- respond swiftly and robustly to all incidents of racism
- actively promote race equality in the Parish Council and in the community.

RELIGION OR BELIEF We will:
- challenge including discriminatory attitudes, assumptions, and language based on religion or belief
- ensure that individuals' religion or beliefs and related observances are respected and accommodated wherever possible
- respect people's beliefs where the expression of those beliefs does not impinge on the legitimate rights of others.

SEX We will
- challenge discriminatory assumptions, attitudes and language about women and men
- take positive action to redress the negative effects of discrimination against individuals due to their sex

- offer equal representation, services, employment, training and pay to all individuals, regardless of their sex, and encourage other organisations to do the same.

SEXUAL ORIENTATION We will:

- challenge homophobic behaviour including discriminatory attitudes, assumptions, and language
- ensure that we take account of the needs of lesbian, gay, bisexual, and heterosexual individuals
- promote positive attitudes towards lesbian, gay, bisexual, and heterosexual individuals.

4. COUNCIL EMPLOYEES

The commitment to equal opportunities in the workplace is good management practice and makes sound business sense as it seeks to utilise the talents available from the local community. Therefore;

a) All employees whether full-time, part-time, fixed term contract, agency workers or temporary staff, will be treated fairly and equally.
b) Selection for employment, promotion, training, remuneration or any other benefit will be based on aptitude and ability.
c) All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the council.
d) Every employee is entitled to a working environment that promotes dignity and respect to all.
e) No form of intimidation, bullying or harassment will be tolerated.
f) Breaches of the Council's Equality and Diversity Policy will be regarded as serious misconduct and could lead to disciplinary action.
g) Employees are entitled to complain about discrimination or harassment or victimisation through the council's Complaints Procedure

5. SERVICE DELIVERY

In exercising its functions and delivering services, the council will have due regard to the three aims of the Equality Duty and will take a proportionate approach when complying with it. It will aim to ensure that:

- services are based on consultation with those who receive the services and positive steps are taken to include excluded groups in decision making.
- all services are flexible and responsive to the changing needs in the community.
- information on services is widely available and where necessary targeted to ensure maximum awareness of provisions.
- systems are developed to audit and monitor service delivery and consumer satisfaction.
- an accessible complaints procedure will be developed to ensure against discrimination in service allocation and delivery.
- positive action programmes will be developed to target the needs usually excluded groups.
- advertising and publicity will promote equality of access to employment and services.