ETTON PARISH COUNCIL
11TH MARCH 2014

EQUALITY POLICY

BACKGROUND

The Equality Act 2010 replaced all existing equality legislation such as the Race Relations Act, Disability Discrimination Act and Sex Discrimination Act. It has consolidated this legislation, simplified it and extended protection from discrimination. It is unlawful for public bodies to discriminate against a person by treating them less favourably because of their

- Age
- Disability
- Gender
- Gender reassignment
- Race
- Religion, faith or belief including lack of belief
- Sexual orientation
- Marriage and civil partnership
- Pregnancy and maternity

The Public Sector Equality Duty as part of the Equality Act came into force on 6 April 2011 It requires all public bodies when carrying out their day to day work to have due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

POLICY STATEMENT

Etton Parish Council is committed to fulfilling its role as an employer, service provider, purchaser of goods and services and community leader without discrimination on the basis of age, disability, gender, gender reassignment, race, religion, pregnancy and maternity, marriage and civil partnerships and sexual orientation.

SCOPE

All Members, employees and agents of the Council must seek to eliminate discrimination, advance equality of opportunity and foster good relations within the community.

FOR EMPLOYEES

All employees, whether part-time, full-time or temporary, will be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. 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 organisation.

IN THE COMMUNITY

We are committed to creating a socially inclusive and cohesive community by:

- Promoting equal opportunity and equal access to employment, services and information.

- Identifying and addressing the barriers that different groups face to participation in community life.

- Working towards ensuring fair and equitable resources.

- Respecting the diversity of our community.

- Working with others to ensure that Etton is a safe place in which to live, work or visit.

- Listening and responding to the views of our communities by appropriate and consultation and participation mechanisms and through open access to Parish Council methods.

- Ensuring the communications we produce and the events we hold positively reflect and promote the diversity of our communities and are made fully accessible.

SERVICES

We are committed to ensuring that our services are accessible to all and responsive by:

- Ensuring our customers are aware of our services and that we deliver our services in ways that are sensitive to customers' needs.

- Ensuring that all those in the community are able to visit our offices, community halls and open spaces.

- Ensuring that the information we provide about our services is accessible to our community.

- Consulting and involving all sections of our community in the development and monitoring of our policies and services in ways which enable people to participate.

PROCUREMENT

We are committed to ensuring that those contractors and others from whom we procure goods and who deliver our services share and implement our equality vision and values by:

- Demonstrating that all practicable steps are being taken to allow equal access and equal treatment in employment and service delivery for all, as appropriate to the nature of the contract concerned.

Adoption confirmed at Parish Council Meeting on 11th March 2014

Signed ....

Name ...... STUART MICHAEL BELL

Position ...... CHAIRMAN ETTON PARISH COUNCIL
11th March 2014

J SMITH

Clerk to the Council

11th March 2014