



# Churchill Parish Council

## Equality & Diversity Policy

### 1. Aims

- 1.1 The aim of this policy is to affirm the commitment of Churchill Parish Council, its members and officers 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 Churchill 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  
Having just had a baby or being pregnant  
Having or not having dependants  
Religious belief or political opinion  
Race (including colour, nationality, ethnic or national origins)  
Disability  
Sexual orientation  
Age

2.2 Churchill 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 will be made objectively and without unlawful discrimination.

2.3 Churchill Parish Council recognises that supporting Equality is of primary importance. This policy will help all those council members or those work for the Council to develop sound and effective policies that impact on the parish, community and surrounding areas.

2.4 Churchill Parish Council aims to create a culture that respects and values each other's differences, that promotes dignity, equality and diversity.

We aim to remove barriers, bias or discrimination that prevents individuals or groups from realizing their potential and contributing fully to the community and to develop a culture that positively values diversity.

2.5 Churchill 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.

### 3. Equality Commitments

#### 3.1 Churchill 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 its legal obligations under equality legislation and associated codes of practice.

Complying with its own equal opportunities policy and associated policies.

Taking lawful affirmative and positive action where appropriate.

3.2 This policy has been adopted by and is fully supported by all members of Churchill Parish Council.

### 4 Implementation

The chairman and the clerk have specific responsibility for the effective implementation of this policy. In order to implement this policy they will:

Communicate the policy to members, employees and members of the public

Incorporate equal opportunities into general practices

Ensure that other persons or organisations will comply with the policy in their dealings with the Council

### 5. Monitoring and reviewing

Churchill Parish Council will establish appropriate information and monitoring systems to assist the effective implementation of its equal opportunities policy.

The effectiveness of the equal opportunities 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.

End of policy