

# Lane End Parish Council Equality and Diversity Policy

Lane End Parish Council is committed to providing and promoting equal opportunities, eliminating discrimination and encouraging diversity in the community.

The purpose of this policy is to provide equal opportunities to all employees, irrespective of their gender, race, ethnic origin, disability, age, nationality, national origin, sexual orientation, religion, marital status or social class. Lane End Parish Council opposes all forms of unlawful and unfair discrimination.

**The Parish Council's commitments are:**

## **1. Commitments as an employer**

All employees of Lane End Parish Council will be treated fairly and equally. Selection for employment, promotion, training, remuneration 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 to maximise the efficiency of the organisation. When vacancies are advertised Lane End Parish Council will continue to ensure that such advertising, both in placement and content, is compatible with the terms of this Policy.

- to create an environment in which individual differences and the contributions of all staff are recognised and valued to provide a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- to make training, development and progression opportunities available to all staff.
- to ensure equality in the workplace as good management practice.
- to review employment practices and procedures to ensure fairness.
- to view breaches of this equality policy as misconduct that could lead to disciplinary proceedings.
- to monitor and review this policy at least every four years to ensure it is compliant with current equal opportunities legislation and utilises, as far as is practicable, Advisory Conciliation and Arbitration Service (ACAS) guidelines and best practice.

## **2. Commitments as community leader and advocate**

The Parish Council is 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 Lane End Parish is a safe place in which to live, work or visit.
- listening and responding to the views of our communities through appropriate and widespread consultation and participation mechanisms, which are accessible to all.

- ensuring the communications produced and events held positively reflect and promote the diversity of the communities and are made fully accessible.

### **3. Commitments as a service provider**

Lane End Parish Council is committed to ensuring that our services are accessible to all and responsive by:

- 1) ensuring our residents are aware of the council's services and by delivering services in ways that are sensitive to residents' needs.
- 2) ensuring that all those in the community are able to attend council meetings
- 3) ensuring that the information provided about the council's services is accessible to our community.
- 4) consulting and involving all sections of the community in the development and monitoring of our policies and services in ways which enable people to participate.

### **4. Commitments as a procurer of goods and services**

The Parish Council is committed to ensuring that those contractors and others from whom goods and services are procured share and implement the values within this policy 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.

## **The Law**

The policy will be implemented within the framework of the Equality Act 2010

### **Equality Act 2010**

1. The Equality Act 2010 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 the activities, policies and services provided.
2. The Equality Act 2010 places a Public Sector Duty on Lane End Parish Council to work to:
3. Eliminate discrimination, harassment, victimisation and any other conduct prohibited under the Act
4. Advance equality of opportunity between persons who share a protected characteristic and persons who don't share it
5. Foster good relations between persons who share a relevant protected characteristic and persons who don't share it
6. No individual will be discriminated against. This includes, but is not limited to 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

### **Monitoring**

The effectiveness of the Equality and Diversity Policy will be monitored and reviewed every two years.

Adopted by Council on Monday 1<sup>st</sup> July 2024.

Next review date – July 2026.