

St Paul Malmesbury Without Parish Council

Equality and Diversity Policy Statement

The aim of this policy is to communicate the commitment of St Paul Malmesbury Without Parish Council, its Members and Parish Clerk 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.

It is our policy to provide representation, information, facilities, services and opportunities for 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

St Paul Malmesbury Without Parish Council is opposed to all forms of unlawful and unfair discrimination. All residents 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.

St Paul Malmesbury Without Parish Council recognises that supporting equality is of primary importance. This policy will help all those who are Council Members or work for the Council to develop sound and effective policies.

Equality Commitments

St Paul Malmesbury Without 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 victimisation.
- ◆ Fulfilling our legal obligations under equality legislation and associated codes of practice.
- ◆ Taking lawful affirmative and positive action where appropriate.

Implementation

The Chairman with the assistance of the Clerk have specific responsibility for the effective implementation of this policy. In order to implement this policy he or she shall:

- ◆ Communicate the policy to Members, the Clerk and members of the public
- ◆ Incorporate equal opportunities into general practices
- ◆ Ensure that other persons or organisations are aware of the policy in their dealings with the Council

Monitoring and Review

St Paul Malmesbury Without Parish Council will revisit all associated material and processes at points of recruitment, and all policies and procedures annually to test against this statement. An impact assessment of a sample of decisions taken by this council will be undertaken every 12 months by the Clerk.

Version 2: November 2020

Review date: November 2021