



Kettleburgh Parish Council

Equality and Diversity Policy

The aim of this policy is to communicate the commitment of Kettleburgh Parish Council, its Members and Officer(s) 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 meet different people's needs. It is our policy to provide representation, information, facilities, services and employment to all irrespective of:

- Gender, including gender reassignment
- Marital or civil partnership status and sexual orientation
- 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
- Age
- Sex

Kettleburgh Parish Council is opposed to all forms of unlawful and unfair discrimination. All people including 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.

Kettleburgh 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 that impact on the village and surrounding areas.

Kettleburgh 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 realising their potential and contributing fully to the community to develop a culture that positively values diversity.

Kettleburgh 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 of and understand the Equality Act 2010.



Equality Commitments

Kettleburgh 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 our legal obligations under equality legislation and associated codes of practice.
- Complying with our own equal opportunities policy and associated policies.
- Taking lawful affirmative and positive action where appropriate.

Implementation

The Council with the assistance of the Clerk has responsibility for the effective implementation of this policy. In order to implement this policy it shall:

- Communicate the policy to Members, the Clerk and members of the public
- Incorporate equal opportunities into general practices
- Design all policies of the Council to support the principles and practices of Equal opportunity, to foster a fully integrated community.
- Ensure that other persons or organisations will comply with the policy in their dealings with the Council.
- All staff and councillors are required to behave in a non-discriminatory manner and to create a culture in which people can feel confident of being treated with fairness, dignity and tolerance
- It is the responsibility of all council members and the clerk to adopt and implement this policy as part of their professional activities and conduct.

Monitoring and Review

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

In addition to our internal procedures, any person has the right to pursue complaints of discrimination under the Equality Act 2010.

This policy will be reviewed every two years or when any legislation affecting it is passed.

This policy is fully supported by all Members of Kettleburgh Parish Council and has been approved at its meeting on:

Adopted: 5th May 2022

Signed: E Jardine, Chairman

Minute Ref: K2022048

Next review: May 2023