

## **FRINGFORD PARISH COUNCIL EQUALITY AND DIVERSITY POLICY**

The aim of this policy is to communicate the commitment of Fringford Parish Council, its Members and Officer 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 the 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.

Fringford 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.

Fringford Parish Council recognises that supporting Equality is of primary importance. This policy will help all those who are Council Members or who work for the Council to develop sound and effective policies that impact on the village and surrounding areas.

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

Fringford 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.

### **Equality Commitments**

Fringford Parish Council is committed to:

- promoting equality of opportunity for all;
- promoting a good and harmonious environment in which all are treated with respect;
- preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation;
- fulfilling the Parish Council's legal obligations under equality legislation and associated codes of practice;
- complying with the Parish Council's own equal opportunities policy and associated policies; and
- taking lawful affirmative and positive action where appropriate.

This policy is fully supported by all Members of Fringford Parish Council and has been approved at its meeting on xxx .

### **Implementation**

The Chairman, with the assistance of the Clerk, has 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 will comply with the policy in their dealings with the Council

### **Monitoring and Review**

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

A review will be undertaken every two years and will assess the effectiveness and impact of the Employment Policies and the Equality and Diversity Policy.

The review should include the questions:

- have we enabled equality of access to our services wherever possible? This will include adjustments for mobility impaired parishioners, hearing loops for hearing impaired;
- have we widened participation to the events we run / meetings we hold? This will include how many older / younger or disabled people attended these events, and whether the Parish attracted an ethnic mix of attendees;

- Does the Council reflect the wider community in terms of race / ethnic origin, age, gender etc? If not, why not, and what actions can be applied to enhance diversity.

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

Following the review of effectiveness of the monitoring, this policy will be reviewed every two years or when any legislation affecting it is passed, if sooner.

This policy was adopted by Fringford Parish Council on 19 June 2017