

Equality Policy

Date updated: 20.09.16

Principles

Stratton Parish Council recognises that we have a role to play in creating a fair society through our activities and the way we spend our funds. Equality is integral to everything we do.

We are committed to advancing equality of opportunity between people and fostering relations between different communities. We will take steps to promote understanding, meet needs, remove or minimise disadvantage, encourage participation in public life and tackle prejudice.

We will monitor our activity to make sure this happens and take decisive action where it does not happen.

We do not tolerate harassment, victimisation or unlawful discrimination in our activities, the employment of staff or the involvement of volunteers on the grounds of age, disability, gender reassignment, race/ethnicity, religion or belief, sex/gender, sexual orientation, marriage & civil partnership, and pregnancy & maternity (the protected characteristics).

The policy will be reviewed in May 2019.

Roles and responsibilities

Our parish council

- writes our equality policy and monitors its implementation
- ensures that the parish council is representative of the people which it serves
- ensures that staff and volunteers are recruited and selected in a manner that does not discriminate on the grounds of protected characteristics.
- makes appropriate adjustments to enable council members, staff and volunteers perform their roles effectively, taking account of the funds available
- arranges training on equalities for the council members, staff and volunteers as appropriate
- takes decisive action if a council member, staff member or volunteer acts against the spirit of this equality policy.
- reviews the equality policy annually, with reference to changes in legislation and any incidents that have occurred.

Our staff and council members and volunteers recognise, accept and implement their responsibilities in relation to our equality policy. This includes

- becoming familiar with the equality policy
- attending equality training as required
- assessing the accessibility of all our publications and activities so that the appropriate measures can be identified to remove or reduce barriers to people with protected characteristics

- encouraging and enabling people from underrepresented groups to attend and participate in our activities
- reporting any incidents that take place that contravene the equality policy during our activities or in our workplace to a member of the working group.

Relevant legislation

In implementing this policy, Stratton Parish Council will take account of the Equality Act 2010