



Colyton Parish Council Equality and Diversity Policy

POLICY

The Parish Council is committed to promoting equality and diversity, providing an inclusive and supportive environment for all. In the implementation of this policy the Parish Council will:

- ensure that people are treated solely on the basis of their abilities and potential, regardless of race, colour, nationality, ethnic origin, religious or political belief or affiliation, trade union membership, age, gender, gender reassignment, marital status, sexual orientation, disability, socio- economic background, or any other inappropriate distinction
- promote diversity and equality for all staff and value the contributions made by individuals and groups of people from diverse cultural, ethnic, socio-economic and distinctive backgrounds
- promote and sustain an inclusive and supportive work environment which affirms the equal and fair treatment of individuals in fulfilling their potential and does not afford unfair privilege to any individual or group
- treat part time staff fairly and equally
- challenge inequality and less favourable treatment wherever practicable
- promote greater participation of under-represented groups of staff by encouraging positive action to address inequality
- promote an environment free of harassment and bullying on any grounds in relation to all staff.

The task of promoting social inclusion, tackling discrimination and encouraging equal opportunities are key issues for Colyton Parish Council and the Council is committed to improve in this area to:

- eliminate unlawful discrimination, harassment and victimisation
- advance equality of opportunity between different groups
- foster good relations between different groups

Our Commitment to Equality and Diversity

The Parish Council is committed to Equality and Diversity and is committed to the vision of improving the quality of life for local people. The Council

believes and recognises that the diversity of our population is one of the town's greatest strengths and assets.

Our core values commit us to being:

- Accessible
- Accountable
- Fair
- Inclusive
- Proactive
- Professional
- Responsible
- Transparent

Colyton Parish Council is committed to achieving equality of opportunity and valuing diversity in all aspects of the Council's work:

- a. Through the delivery of our services to the community by ensuring that these services are accessible to all and that we fully recognise the diversity of people's needs
- b. Through the way we recruit, employ and train our workforce to fully reflect the diversity of people in the town to enable us to provide better services.
- c. In the Parish Council's leadership role, working with partners to promote the importance of treating every individual with dignity and respect.

Scope of the Policy

The policy is designed to value diversity and to ensure equality of opportunity and access to services and that no one receives less favourable treatment on the grounds of:

- Race (i.e. colour, ethnic or national origin, nationality or citizenship).
- Gender reassignment
- Disability
- Sex
- Sexual orientation
- Age
- Religion or belief
- Caring for others
- Trade Union or political activities
- Pregnancy and Maternity
- Marriage and Civil Partnership

This list is not exhaustive.

Objectives of the Policy

To improve delivery, information and access to services we will:

- Ensure all employees, contractors and users of our services are informed about our Quality and Diversity Policy.

- Apply equal opportunities principles to work undertaken for the council by external contractors, other organisations in receipt of council funding and in work with our partners.
- Rectify any elements of our work with potential for discrimination and prejudice.

To improve access and opportunity to employment and training we will:

- Implement our Equality and Diversity Policy in our role as an employer
- Demonstrate our commitment in the way the Parish Council
 1. Recruit and select people
 2. Train and develop people
 3. Recognise the abilities that people display
 4. Expect the highest standards of employees conduct and behaviour.
- Not accept any form of unfair treatment, discrimination or harassment or removal of dignity by any of our employees or to any of our employees
- Review and develop procedures in the context of quality and diversity.

To promote equality and diversity with other partners we will:

- Promote tolerance and respect between diverse groups and individuals.
- Acknowledge and celebrate, wherever possible, the variety of lifestyles and cultures within the town.
- Challenge all forms of discrimination within the Town Council and the wider community
- Support the development of communities and assist them in challenging discrimination, harassment and violence.

Responsibility and Liability

All members of staff remain personally responsible for ensuring that they act within the law. The Parish Clerk is responsible for ensuring that staff perform their duties in a lawful manner and that proper training and support is provided accordingly. In certain circumstances the Parish Council could be vicariously liable for actions carried out by staff purportedly in the Parish Council's name. Any member of staff may be personally liable if, whilst on Council business and despite guidance and training from the Council, they behave illegally.

EQUALITY AIMS

Age

The Parish Council will eliminate unlawful age discrimination and will review policies (including retirement) to ensure that they comply with age discrimination legislation.

Sexual Orientation

The Parish Council will eliminate unlawful discrimination on grounds of sexual orientation or gender.

Disability

The Parish Council will remove barriers to participation by disabled people, wherever possible. Staff who become disabled whilst working with the Council will be offered reasonable adjustments to enable them to continue working.

Race/Ethnic Origin

The Parish Council will encourage participation of black and minority ethnic groups in its activities.

Religion

The Parish Council may include people from diverse religious and cultural backgrounds and it will respect the needs and requirements of people who adhere to a range of cultural and religious beliefs. This will include staff needs in relation to dietary requirements, and requests for leave and facilities for religious observance.

Monitoring

The monitoring of this policy will be carried out annually by the Parish Clerk and if changes necessary these to then be reported to the Full Council.

This policy applies to all members of the Parish Council and is applicable to Parish Councillors as volunteers.

Approved 8th June 2020. Ref 20/06/54