



# **Brixworth Parish Council**

## **Equalities Policy**

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<i>Documents/corporate/policiesandprocedures</i>	

## **1. Policy Statement**

1.1 Brixworth Parish Council is committed to actively recognising and promoting equality and diversity. We believe in making every effort to be a fair and unbiased organisation. As a public body the Council expects an exemplary commitment from all staff and council members, taking a proactive approach to equality, diversity, human rights and the essential standards of quality and safety.

1.2 As a service provider the Council is developing a culture in which diversity is valued and staff and members are able to promote equality and challenge unlawful harassment, discrimination or bullying in any of its processes or services. We do this to ensure that staff and our service users receive fair and equal treatment throughout their contact with us.

1.3 Any indication of behaviours which breach these standards will be investigated by the council. This may involve the use of an independent panel which will hear evidence from affected parties and report back to the full council. The council will then decide any appropriate adjustments or actions.

## **2. The Equality Act 2010**

2.1 The Council takes a proactive approach to equality and diversity and gives fair and equal consideration to all protected characteristics of the Equality Act 2010, which are;

- age;
- disability;
- gender reassignment;
- pregnancy and maternity;
- race;
- religion or belief;
- sex;
- sexual orientation.

2.2 The public sector equality duty requires all public authorities, including this Council, to demonstrate 'due regard' both as an employer and as a service provider.

2.3 The Council will complete equality assessment on its policies, functions, strategies and services. We believe that this is essential, especially if we are to monitor the Council's impact on equality in Brixworth.

2.4 Compliance with the duties in this legislation may involve treating some persons more favourably than others; but that is not to be taken as permitting conduct that would otherwise be prohibited by or under this Act.

2.5 The Brixworth Parish Council will continue to work with residents, service users, staff, other organisations and members of the public to ensure that we are consistently fair, and that our services meet the needs of our diverse community.