

Belton in Rutland Parish Council

Equality & Diversity Policy

Aims

The aim of this policy is to set out the commitment of Belton in Rutland Parish Council, its members and officers 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.

Policy Statement

It is Belton in Rutland 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 recently given birth 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

Belton in Rutland Parish Council is opposed to all forms of unlawful and unfair discrimination. All people and employees will be treated fairly and will not be discriminated against on any of the above grounds. All relevant decisions will be made objectively and without unlawful discrimination.

Belton in Rutland Parish Council recognises that supporting equality is of primary importance. This policy is intended to help all those who are members of the Council or work for the Council to develop sound and effective policies that impact on the village, community and surrounding areas.

Belton in Rutland Parish Council aims to create a culture that respects and values each others' 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.

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Belton in Rutland 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

Belton in Rutland 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 or indirect discrimination, harassment and victimisation.
- Fulfilling its legal obligations under equality legislation and associated codes of practice.
- Complying with our own equality policy and associated policies.
- Taking lawful affirmative and positive action where appropriate.

This policy has been adopted by and is fully supported by all members of Belton in Rutland Parish Council

Implementation

The Chairman of the Parish Council 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

5. Monitoring and Review

Belton in Rutland Parish Council will establish monitoring systems to assist the effective implementation of our equal opportunities policy.

The effectiveness of our equal opportunities policy will be reviewed annually, and action taken as necessary.

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

Adopted