Ashby Herringfleet & Somerleyton Parish Council

EQUALITY POLICY

The Equality Act 2010 gives employers and service providers clarity about their responsibilities and it sets a new expectation that everyone must be treated with dignity and respect. This Policy sets out how **Ashby Herringfleet & Somerleyton Parish Council** will comply with the Act and provide an inclusive culture in which all individuals are encouraged to participate fully and are treated on the basis of their abilities.

Commitment

As a small parish council serving a small population with a single part-time employee the application of the legislation may sometimes be informal but at all times the Parish Council commits to aim to ensure that our services and employment opportunities meet the varied needs and expectations of the local people and that everyone has equal access to employment opportunities and all services regardless of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation (the "protected characteristics").

Promotion of Equality

The Parish Council will endeavour to:-

- Eliminate discrimination, harassment and victimisation.
- Advance equality of opportunity between people who share a characteristic and those who do not.
- Foster good relations between people who share a characteristic and those who do not.

Equality of Access

In order to promote equality of access to employment opportunities and services the Parish Council will aim to ensure the following: -

- The services provided are in response to the needs of the whole community
- The Parish Council will monitor views and take into account customer views
- The information on services is widely available to ensure maximum awareness of provisions
- That in advertising and publicity the Parish Council will be presented as an authority committed to promoting equality of access to employment and services
- That the Parish Clerk and Parish Councillors will be consulted and their contribution valued in the formation and promotion of equality of access to Parish Council services
- That the Parish Clerk and Parish Councillors will be trained and supported in carrying out their duties in line with implementing equal opportunities policies
- All individuals (the Parish Clerk, Parish Councillors and service users) will be treated with dignity and respect in an environment that is free from prejudice, bullying, harassment and unlawful discrimination.

Monitoring

The Parish Council will establish appropriate systems to monitor compliance with the Act to ensure that it acts fairly and without discrimination in providing employment and services.

We will take action to challenge inappropriate behaviour and discriminatory practice. For employees this action may be taken under the Disciplinary Policy and for Parish Councillors under the Suffolk Local Code of Conduct for Members.

This policy was adopted by Ashby Herringfleet & Somerleyton Parish Council at its meeting on 6th September 2012.

Reviewed September 2024

Next review May 2027