

ST ARVANS COMMUNITY COUNCIL

EQUALITY AND DIVERSITY POLICY

The Council values the diversity of the people in its community. It recognises that people can face disadvantage and discrimination both in the provision of services and in employment. We are committed to the development and implementation of policies to counteract inequality.

We will work toward ensuring that people are not discriminated against on the grounds of disability, gender, race, colour, ethnic origin, religion, belief, culture, nationality, national origin, age, sexual orientation within existing legislation.

This Policy has been developed in order to recognise and value the diversity that exists and is evolving within communities. It is based on principles of mutual respect, fairness, social inclusion and a commitment to tackle inequality and injustice.

The Council acknowledges the responsibility to challenge all forms of discrimination wherever they exist. We are committed to tackling the injustice that is the result of discrimination and this commitment extends to our functions as a fair employer, a provider of services and community partner.

Council members and the Clerk need to make sure that the commitments within this policy are translated into action. Breaches of this policy will be treated seriously and may lead to disciplinary action, in accordance with agreed procedures.

The Council acknowledges its statutory duties under

- Race Relations Act 1976 and the Race Relations (Amendment Act) 2000,
- The Disability Discrimination Acts and 2005,
- The Sex Discrimination Act 1975 and Sex Discrimination(Gender Reassignment) Regulations1999,
- The Equal Pay Act
- The Employment Equality(Age) Regulations

Everyone should be treated fairly whoever they are or wherever they live. The Council aims to promote fairness in all areas of our work, together with partner organisations and communities. The Council is an Equal Opportunities Employer (see Equal Opportunities Policy)

Managing diversity is about providing appropriate services according to need, for all of our communities.

People who use our services are entitled to receive these free from discrimination and harassment.

The Clerk is entitled to fair treatment, dignity and respect. Where he/she face discrimination or harassment from service users, the Council will take appropriate action to prevent this recurring.

We will take account of equality and diversity as appropriate in the procurement and commissioning process and when selecting contractors, evaluating their ability to deliver services and monitoring their performance.

A formal review of this policy will take place every three years, although the policy will be kept under review at all times, and take account of any new legislation, cases law or good and innovative practice.

The Council will not discriminate on the grounds of religion.

July 2016