



# WOOLMER GREEN PARISH COUNCIL

## EQUALITY AND DIVERSITY POLICY

### INTRODUCTION

Woolmer Green Parish Council is committed to encouraging diversity and eliminating discrimination in the role of employer and as a provider of services. The Council aims to create a culture that respects and values each other's differences and that promotes dignity, equality and diversity.

The purpose of this policy is to provide fairness and equality to all employees, councillors, officers, volunteers and the community which we serve. To not discriminate on the grounds of age, belief, colour, disability, ethnic origin, gender, marital status, nationality, parental responsibility, race, religion, sex or sexual orientation. The Council opposes all forms of unlawful and unfair discrimination. All employees, councillors and volunteers, working full time, part time or on a temporary basis will be treated fairly and with respect.

### LEGAL POSITION

To discriminate against someone means to treat them less favourably, to harass or victimise them or to subject them to a provision, criterion or practice which puts them at a disadvantage. It is unlawful to discriminate against an individual on the grounds of the following 'protected characteristics' as defined in Equality Act 2010 (Specific Duties) Regulations 2011.

#### **Age**

We will:

- Ensure that people of all ages are treated with respect and dignity.
- Ensure that people of working age are given equal access to our employment, training, development and promotion opportunities.
- Challenge discriminatory assumptions about younger and older people.

#### **Disability**

We will:

- Provide any reasonable adjustments to ensure disabled people have access to our services and employment opportunities.
- Challenge discriminatory assumptions about disabled people.
- Seek to improve access to information for disabled people.

#### **Gender**

We will:

- Challenge discriminatory assumptions about women and men.
- Take positive action to redress the negative effects of discrimination against women and men.
- Offer equal access for women and men to representation, services, employment, training and pay.

- Provide support to prevent discrimination against transsexual people who have or who are about to undergo gender reassignment.

### **Sexual Orientation**

We will:

- Ensure that we take account of the needs of lesbians and gay men.
- Promote positive images of lesbians, gay men and bisexuals.

### **Marriage and civil partnership**

We will:

- Ensure that people are treated with respect and dignity and that a positive image is promoted regardless of marriage or civil partnership.
- Challenge discriminatory assumptions about the marriage or civil partnership of our employees and volunteers.
- Ensure that no individual is disadvantaged and that we take account of the needs of our employees' and volunteers' marriage or civil partnership.

### **Pregnancy and maternity**

We will:

- Ensure that people are treated with respect and dignity and that a positive image is promoted regardless of pregnancy or maternity.
- Challenge discriminatory assumptions about the pregnancy or maternity of our employees and volunteers.
- Ensure that no individual is disadvantaged and that we take account of the needs of our employees' pregnancy or maternity.

### **Race**

We will:

- Challenge racism wherever it occurs.
- Respond swiftly and sensitively to racists incidents.
- Actively promote race equality in the Parish Council.

### **Religion or belief**

We will:

- Ensure that employees' and volunteers' religion or beliefs and related observances are respected and accommodated wherever possible.
- Respect people's beliefs where the expression of those beliefs does not impinge on the legitimate rights of others.

### **Ex-offenders**

We will:

- Prevent discrimination against our employees and volunteers regardless of their offending background (except where there is a known risk to children or vulnerable adults).

## **COUNCIL'S COMMITMENT**

This policy is fully supported by all Members of Woolmer Green Parish Council. The Council opposes all forms of unlawful and unfair discrimination whether it be direct or indirect discrimination, victimisation or harassment on the grounds of any of the protected characteristics defined in the Equality Act 2010.

The Council is committed to the promotion and delivery of equal opportunities in the work place and in the delivery of services. In all our activities, we will have due regard to the three aims of the Equality Duty:

- To eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- Foster good relations between people who share a protected characteristic and people who do not share it.

This policy will be monitored and reviewed annually.

Adopted 12 September 2023.