



Equality and Diversity Policy Statement

STATEMENT OF INTENT

The Parish Council will ensure that meetings are fully inclusive in meeting the needs of all those attending meetings, particularly those that arise from their ethnic heritage, religion, nationality, social and economic background, political views, gender, sexual orientation, marital status, age, ability or disability. The Parish Council is committed to anti-discriminatory practice to promote equality of opportunity and valuing diversity for all.

LEGAL FRAMEWORK

The Parish Council will do all within its powers to ensure that it complies with the requirements of the following legislative Acts or any subsequent statutory legislation passed to tackle disadvantage and discrimination.

- Race Relations (Amendment) Act 2000
- Disability Discrimination Act (DDA) 2005
- Sex Discrimination Act 1986
- Human Rights Act 1998
- Equalities Act 2010
- International Development (gender Equality) Act 2014

This policy applies to all activities undertaken by the Charity.

THE AIMS

The Parish Council will regularly review its procedures to ensure that individuals are always treated according to their relevant individual abilities and merits.

The Parish Council is committed to the implementation of this policy and to a programme of action to ensure that the policy is, and continues to be, fully effective.

THE GUIDELINES

- Where reasonably practical the Parish Council will ensure that our meeting environment is as accessible as possible for all visitors and service users by removing barriers which make it difficult for people with disabilities to use the hall.
- On request will endeavour to provide information and documents that take account of the needs of people with disabilities e.g. language used, print size.
- Ensure the website complies with accessibility requirements as far as is practicably possible.

- Deal with any complaints or any act of discrimination by any Councillor, employee, or volunteer promptly, impartially, thoroughly and confidentially.
- Ensure that the Equal Opportunities policy is monitored and reviewed regularly.
- Ensure all Councillors, employees and volunteers, are aware of this policy on equality and challenge discrimination in policies, procedures and attitudes of individuals or organisations where it is encountered.
- A Councillor will be nominated to be responsible for any suspicions or concerns that may be reported.

The overall responsibility for this policy lies with the Parish Council however all members, volunteers and employees are required to comply with this policy and to act in accordance with its objectives so as to remove any barriers to equality and diversity.