**Shuttington Parish Council**

**Equality & Diversity Policy**

**1. Aim**

The aim of this policy is to communicate the commitment of Shuttington Parish Council, its Councillors 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 which meet different people's needs.

**2. Policy Statement**

It is Shuttington 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
* Medical condition
* Having or not having dependants
* Religious belief or political opinion
* Race (including colour, nationality, ethnic or national origins)
* Disability
* Sexual orientation
* Age

 Shuttington 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 decisions about will be made objectively and without unlawful discrimination. This includes any form of positive discrimination which could be perceived as favouring any particular individual over another.

Shuttington Parish Council recognises that supporting Equality is of primary importance.  This policy will help all those who are councillors or employed by the Council to develop sound and effective policies that impact on the village, community and surrounding areas.

Shuttington Parish Council aims to create a culture that respects and values each other’s differences, that promotes dignity, equality and diversity. We aim to remove barriers, bias or discrimination that prevent individuals or groups from realising their potential and contributing fully to the community to develop a culture that positively values diversity.

Shuttington Parish Council will challenge discrimination.  It aims to provide equality and fairness to all in the community and expects all Councillors, Officers and employees to be aware and understand the Equality Act 2010.

**3. Equality Commitments**

Shuttington 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 discrimination, indirect discrimination, harassment and victimisation.
* Fulfilling our legal obligations under equality legislation and associated codes of practice.
* Complying with our own policies.
* Taking lawful affirmative and positive action where appropriate.

**4. Implementation**

The chairman has specific responsibility for the effective implementation of this policy.  In order to implement this policy he or she shall:

* Communicate the policy to Councillors, 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**

Shuttington Parish Council will establish appropriate information and 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.

This policy is currently a draft and will be reviewed with the intention of approval at the June 2019 meeting of Shuttington Parish Council.