



## Equality and Diversity Policy

The Equality Act 2010 legally protects people from discrimination in the workplace and in wider society. It replaced previous anti-discrimination laws with a single Act, making the law easier to understand.

It ensures Public Bodies have due regard to certain protected characteristics

The aim of this policy is to communicate the commitment of the parish council, its members and employees to the promotion of equality and diversity.

It is our policy to treat all volunteers, members, employees and contractors equally, irrespective of the following protected characteristics:-

- Gender, including gender reassignment
- Marital or civil partnership status
- Pregnancy and maternity
- Religious belief or political opinion
- Race (including colour, nationality, ethnic or national origins)
- Disability
- Sexual orientation
- Age

Warmington Parish Council is opposed to all forms of unlawful and unfair discrimination. All members, employees, volunteers and others who may work for us will be treated fairly and will not be discriminated against on any of the above grounds.

Decisions about recruitment and selection of staff will be made objectively and without unlawful discrimination.

Warmington Parish Council recognises that the provision of equal opportunities in the community is good practice.

This Equal Opportunities Policy will help all those who are council members, employees, volunteers, or anyone who may work for us to develop their full potential and the talents and resources of the workforce will be utilised fully to maximise the efficiency of the parish council.

Warmington 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 prevents individuals or groups from realising their potential and contributing fully to the community to develop a culture that positively values diversity.

We are committed to:-

- Promoting equality of opportunity for all
- Promoting a good working environment in which all persons are treated with respect

## WARMINGTON PARISH COUNCIL

- Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation
- Fulfilling all our legal obligations under the Equality Legislation
- Eliminating unlawful discrimination, harassment and victimisation
- Advancing equality of opportunity between people who share a protected characteristic and those who do not
- Fostering good relations between people who share protected characteristics and those who do not.

Public authorities have specific duties under the Equality Act to help them comply with the public sector equality duty.

The parish council will:

- publish equality information at least once a year to show how they have complied with the equality duty
- prepare and publish equality objectives at least every 4 years
- consider how their policies or decisions affect people who are protected under the Equality Act.

Approved

Reviewed 2019

by