

Weedon Parish Council

Equality and Diversity Policy

Weedon Parish Council (“**the Council**”) is subject to the Public Sector Equality Duty embodied in Section 149 of the Equality Act 2010 (“**the Act**”).

The aim of this policy is to communicate the commitment of the Council to meeting the requirements of, and complying with its responsibilities under, the Act.

Introduction

The Public Sector Equality Duty (“**PSED**”) is a key measure in the Act which requires all public bodies and organisations carrying out public functions to give due regard to the need to eliminate discrimination, to advance equality of opportunity and to foster good relations between different people. The PSED ensures that all public bodies play their part in making society fairer by tackling discrimination and providing equality of opportunity for all.

Preventing Discrimination

The Council is opposed to 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 Act:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex; or
- Sexual orientation

The Council will treat all those with whom it comes into contact - including members, employees, volunteers and contractors – fairly, and will not discriminate against them on any of the above grounds. The Council expects all its members and officers to be aware of and to understand the PSED.

Promoting Equality

The Council is committed to the promotion and delivery of equal opportunities in the delivery of its services and in the workplace and will have due regard to the aims of the PSED in all its activities.

In particular, the Council seeks to create a culture which respects and values differences between individuals and positively values dignity, equality and diversity by removing any

barrier, bias or discrimination which might prevent individuals or groups from contributing fully to the community. The Council will take positive action to consider how different people with different needs will be affected by its activities and deliver policies, representation and services which are reasonable and just, efficient, effective, and accessible to all.

Implementation

There is no single way in which equality and diversity can be achieved but the Council will put these values into practice through:

- Consultation
- Publicity/communication
- Community development
- Training
- Contracts
- Employment practices
- Service delivery and monitoring
- Policy review; and
- Ensuring that others seek to comply with this policy in their dealings with the Council.

Review of Policy

This Equality and Diversity Policy will be reviewed on a regular basis and as necessary when legislation (or legal cases) means it needs to be updated.

In addition to raising an issue with the Council, any person has the right to pursue complaints of discrimination under the Act.

Any queries should be addressed to:

The Clerk to Weedon Parish Council,
32 Campbell Close, Linden Village, Buckingham MK18 7HP
or email: parishclerk@weedonbucks.org.uk