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ECKINGTON PARISH COUNCIL

EQUALITY & DIVERSITY POLICY

AIMS

The aim of the policy is to communicate the commitment of Eckington Parish Council, its Members, Officers and Staff to work within the spirit and practice of the Equality Act 2010. 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.

POLICY STATEMENT

It is Eckington Parish Council's policy to provide representation, information, facilities, services and employment to all irrespective of: Age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief sex and sexual orientation.

Eckington 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 will be made objectively and without unlawful discrimination. That supporting Equality is of primary importance. This policy will help all those who are Council Members or work for the Council to develop sound and effective policies that impact on the parish, community and surrounding areas.

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

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

EQUALITY COMMITMENTS

- Promoting equality of opportunity for all persons.
- Promoting a good harmonious environment in which all persons are treated with respect.
- Preventing occurrences of unlawful indirect discrimination, harassment and victimization.
- Fulfilling our legal obligations under equality legislation and associated codes of practice.
- Complying with our own equal opportunities policy and associated policies.
- Taking lawful affirmative and positive action where appropriate.

IMPLEMENTATION

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

- Communicate the policy to Members, 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.

The equal opportunities policy will reviewed regularly, and action taken as necessary.

EQUALITY AND DIVERSITY DECLARATION:

I have read and understood Monitor's Equality and Diversity Policy and agree to work to the expected standards. Regardless of my background and circumstances, I agree to treat all colleagues and visitors with respect and dignity while carrying out the duties and responsibilities of my role.

Signature.....

Date.....

Print name.....