

Kirkby La Thorpe Parish Council

Equality and Diversity Policy

STATEMENT OF INTENT

Kirkby La Thorpe Parish Council (the 'Council') seeks to create a culture of employment and direct or indirect service delivery through its Councillors and employees, in which people can feel confident of being treated with fairness, dignity and tolerance irrespective of their personal circumstances, background or lifestyle. Discrimination consists of conduct or words or practices that disadvantage or advantage people; we will not intentionally discriminate on grounds of disability, race, colour, ethnic or national origins, religion or belief, gender, marital status, gender reassignment, sexual orientation, unrelated criminal conviction, age, or trade union membership.

AIMS OF THIS POLICY

The Council aims to:

- Ensure the best possible equality of opportunity in all aspects of employment and service delivery.
- Be responsive to needs of the Community and recognise that these needs will be diverse.
- Work within the law in respect of equal opportunity issues and have regard for "best practice" working methods.
- Consult with the Community as widely as possible to produce tangible results in terms of equality of service delivery.
- Work towards providing a model of good equal opportunities practices for other organisations and service providers in the Parish and to encourage a commitment to equal opportunities in the Community at large.

Through policies and service delivery, to eliminate unlawful discrimination, to promote and foster good relations between people of different racial groups and to promote race equality.

The purpose of this policy is to provide equality and fairness for all and not to discriminate on grounds of gender, marital status, race, ethnic origin, nationality, national origin, disability, sexual orientation, religion, or age. All forms of unlawful and unfair discrimination are opposed.

1. Commitments as an employer

- a) All employees will be treated fairly and with respect. Selection for employment, promotion, training, or any other benefit will be based on aptitude and ability. All employees will be helped and encouraged to develop their full potential to maximise the efficiency of the council.
- b) The Council's commitments are:
 - to create an environment in which individual differences and the contributions of all staff are recognised and valued.
 - to provide a working environment that promotes dignity and respect to all.
 - No form of intimidation, bullying or harassment will be tolerated.
 - to make training, development, and progression opportunities available to all staff.
 - to ensure equality in the workplace as good management practice.
 - to review employment practices and procedures to ensure fairness.

- to view breaches of this equality policy as misconduct that could lead to disciplinary proceedings.
- to monitor and review this policy at least every two years to ensure it is compliant with current equal opportunities legislation and utilises, as far as is practicable, Advisory Conciliation and Arbitration Service (ACAS) guidelines and best practice.

2. Commitments as community leader and advocate

- a) The Council is committed to creating a socially inclusive and cohesive community by:
- promoting equal opportunity and equal access to employment, services, and information.
 - identifying and addressing the barriers that different groups face to participation in community life.
 - working towards ensuring fair and equitable resources.
 - respecting the diversity of our community.
 - working with others to ensure that the Council area is a safe place in which to live, work or visit.
 - listening and responding to the views of our communities through appropriate and widespread consultation and participation mechanisms, which are accessible to all.
 - ensuring the communications produced and events held positively reflect and promote the diversity of the communities and are made fully accessible.

3. Commitments as a service provider

- a) The Council is committed to ensuring that our services are accessible to all and responsive by:
- ensuring our residents are aware of the Council's services and by delivering services in ways that are sensitive to residents' needs.
 - ensuring that all those in the community can visit the Council's meeting rooms and open spaces.
 - ensuring that the information provided about the Council's services is accessible to our community.
 - consulting and involving all sections of the community in the development and monitoring of our services in ways which enable people to participate.

4. Commitments as a procurer of goods and services

- a) The Council is committed to ensuring that those contractors and others from whom goods and services are procured share and implement the values within this policy by:
- demonstrating that all practicable steps are being taken to allow equal access and equal treatment in employment and service delivery for all, as appropriate to the nature of the contract concerned.