



FINSTALL PARISH COUNCIL

EQUALITY POLICY

Adopted date	05/12/2023	Minute reference:
Next review date	12/2025	10c.iii

INTRODUCTION

An equality policy is vital for ensuring fairness, inclusion, and non-discrimination within a parish council and in keeping with the Equality Act 2010 and the Public Sector Equality Duty 2011. Public bodies are required to consider all individuals when carrying out their day-to-day work – in shaping policy, in delivering services and in relation to their own employees.

POLICY STATEMENT

Finstall Parish Council is committed to promoting equality, diversity, and inclusion in all its activities. This policy aims to ensure no individual is discriminated against or disadvantaged based on their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation which are collectively known as the protected characteristics.

PRINCIPLES

Finstall Parish Council will comply with the following principles:

1. **Equality.** This means we will ensure equality of opportunity for all individuals associated with the council, including employees, councillors, volunteers, and members of the public.
2. **Inclusion.** We shall foster an inclusive environment where everyone feels respected, valued, and able to contribute irrespective of their background or characteristics.
3. **Non-Discrimination.** We shall prohibit discrimination, harassment, victimisation and unfair treatment based on protected characteristics.
4. **Reasonable Adjustments.** We shall make reasonable adjustments to accommodate individuals with disabilities or specific needs, ensuring they have equal access to council services and opportunities

RESPONSIBILITIES

1. **The Council** will demonstrate leadership and commitment to promoting equality and fostering an inclusive culture within the council.
2. **Council members, staff and volunteers** will encourage adherence to the equality policy and participation in promoting equality and diversity.

EQUALITY OBJECTIVES

Finstall Parish Council will work to:

1. **Eliminate discrimination** by promoting equal opportunities for all.
2. **Promote diversity** by encouraging diversity within the council and the community it serves, valuing the contributions of individuals from all backgrounds.
3. **Ensure inclusivity** by implementing inclusive practices in recruitment, decision-making processes, service delivery, and community engagement.

IMPLEMENTATION STRATEGIES

Finstall Parish Council intends to meet this policy's objectives by:

1. **Training and Awareness.** We shall provide equality and diversity training to councillors, employees, and volunteers to raise awareness and promote understanding.
2. **Policies and Procedures.** We shall review and revise policies and procedures to ensure they are inclusive and do not inadvertently discriminate against any individual or group.
3. **Monitoring and Reporting.** We shall regularly monitor and review equality-related data to identify areas for improvement and report progress on equality objectives.
4. **Consultation and Engagement.** We shall engage with diverse groups within the community to understand their needs and involve them in decision-making processes.

COMPLAINTS AND RESOLUTION

Finstall Parish Council has adopted a clear procedure for handling complaints which will cover those related to discrimination, harassment, or unfair treatment. We aim to ensure confidentiality, impartiality, and the prompt resolution of complaints.

REVIEW AND IMPROVEMENT

The Parish Council will regularly review this equality policy and associated practices to ensure we remain effective, relevant, and compliant with legislation and best practices.

~End~