

Avon Dassett Parish Council

Equality and Diversity Policy

Update Schedule

Action	Date
Adopted by Avon Dassett Parish Council	5 October 2020
Adopted by Avon Dassett Parish Council	5 May 2021
Adopted by Avon Dassett Parish Council	9 May 2022

Avon Dassett Parish Council.

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1) Introduction:

Avon Dassett Parish Council, “The Parish Council” is committed to ensuring that everyone has equal opportunities including equal access to the services it provides.

Avon Dassett is an increasingly diverse community and the Parish Council accepts that discrimination can be a barrier preventing some people from participating fully for a variety of reasons. This could be of their age, race, sex, gender identity, disability, religion and belief, sexual orientation, marriage and civil partnership, pregnancy and maternity, or some other personal characteristic or circumstance. The Parish Council is committed to the values of fairness and equality in the provision of its services and as an employer.

2) The Legal Framework

The Equality Act (2010) protects people from discrimination on the basis of nine protected characteristics: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation and marriage and civil partnership (currently marriage and civil partnership only applies in terms of employment and not service delivery).

The Equality Act also introduced a **Public Sector Equality Duty** on all public authorities. In meeting this duty the Parish Council must show how it will:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between different groups and
- Foster good relations between different groups

3) Discrimination

Discrimination occurs when a person or group of people are treated less favourably than others. Discrimination may be direct, indirect, intentional or unintentional, and can be carried out by individuals, groups or institutions.

The Parish Council acknowledges that discrimination may occur at both an institutional level (where prejudices can become rooted within organisations through policies, practices, procedures and criteria for decision making) and at an individual level (where a person may hold negative attitudes about other people or groups).

4) Achieving Equality and Valuing Diversity

To achieve our equality and diversity aims, the Parish Council will:

- Review, audit and report progress on our equality and diversity work
- Undertake regular equality impact assessments on our policies and practices
- Work with our partners in the public, voluntary and private sectors to ensure there are the best outcomes for the community of Avon Dassett
- Positively promote equal opportunities throughout the community
- Provide equality and diversity training and development for all councillors and staff
- Champion diversity as employers and service providers

5) Equality and Diversity in Service Provision

The Parish Council aims to:

- Provide easy to use and accessible services and facilities to the whole of our community
- Provide clear and easy to reach information about our services in a variety of formats
- Review and monitor our services, working practices and resource allocation to ensure they do not discriminate, and identify where improvements can be made

6) Equality and Diversity in Procurement and Contracting

When the Parish Council buys services and develops contracts we will ensure equality and diversity by:

- Requiring any commissioned service to have considered equality of access and service delivery
- Ensuring contractors, suppliers, volunteers and partners are aware of what the Parish Council expects in relation to equality and understand that they must provide services that are free from discrimination, harassment or victimisation.
- Making sure that our selection and tendering processes include reference to our Equality and Diversity policy.

7) Equality and Diversity at Work

The Parish Council put equality and diversity at the centre of our employment policy and practice and aims to:

- Eliminate unfair treatment and discrimination through policies and practices
- Provide appropriate training and development opportunities to staff
- Ensure that employees receive fair and equal treatment in relation to their employment
- Make reasonable adjustments, where possible, for staff with disabilities
- Ensure employees are aware of their own responsibility to follow and support this Equality and Diversity Policy.

8) Consultation

We will consult regularly with our community in order to make appropriate decisions in relation to the services we provide. Wherever possible we will attempt to involve disadvantaged or marginalised people or groups who might not otherwise be involved in consultation processes in order that we consider a diverse range of views.