



SIMPSON AND ASHLAND PARISH COUNCIL

Equalities Policy

Reviewed and adopted September 2022

This policy document sets out the ways in which Simpson and Ashland Parish Council will provide equality of access through good practices; and actively promoting fair treatment and opportunity regardless of a person's age, disability, gender reassignment, pregnancy and maternity, race, religion and belief, gender and sexual orientation. We will ensure that our policies and procedures are compliant with any forthcoming legislation; Codes of Practice and guidance published by national equalities bodies and Commissions.

Policy Aims:

Simpson and Ashland Parish Council aims to:

- respect all people,
- respect dignity, equality and diversity,
- work towards the promotion of eliminating discrimination within the Parish boundary by leading by example and showing due regard to equality in the decisions it makes, by providing fair employment with equal pay and having in place human resource policies and procedures.

Policy objectives:

- Eliminating any discrimination within the Parish by showing due regard to equality in the decisions it makes.
- Providing fair and equal access to all Parish facilities/properties/assets and services by undertaking and addressing implications arising from regular access audits.
- Building good community relations by engaging and promoting community participation and involvement in local projects, events, activities and discussions.
- Working with other agencies to ensure the needs of the community are respected.
- Actively ensuring all Members, employees and job applicants are treated equally by providing fair employment with equal pay and having in place human resource policies and procedures.

Responsibilities:

Simpson and Ashland Parish Council seeks to eliminate discrimination both within the community and in the workplace and will develop the Council's services so they are provided in a fair and equitable manner. The following are specific responsibilities:

- All elected/co-opted members **must** have due regard to the elimination of discrimination, the advancing of equal opportunities and the fostering of good community relations in all their work and decisions. This is supplemented by the "Code of Conduct" which sets out obligations of how elected/co-opted members should act.
- All employees working for the Council **must** work to achieve the objectives outlined in this policy and support this policy by ensuring appropriate procedures are developed and in place.
- Everyone associated with the Council (employees, volunteers, placements, contractors or partners) **must** conduct themselves in a manner that maintains the Council's reputation on equalities and accessibility, while carrying out a Council function and at other times when their actions could reflect on the Council's reputation.

Review:

Simpson and Ashland Parish Council will review this policy on a four year basis to ensure there is accessibility and equality for all parishioners to all services and produce an annual equality statement to form part of the Chair's Annual Report.

Background:

The Equality Act was introduced on 1st October 2010. It brings together over a hundred separate pieces of legislation, providing a legal framework to protect the rights of individuals and advance equality of opportunity for all.

The nine pieces of legislation that have been merged are:

Equal Pay Act 1970

Sex Discrimination Act 1975

Race Relations Act 1976

Disability Discrimination Act 1995

The Employment Equality (Religion or Belief) Regulations 2003

The Employment Equality (Sexual Orientation) Regulations 2003

The Employment Equality (Age) Regulations 2006

The Equality Act 2006, Part 2

The Equality Act (Sexual Orientation) Regulations 2007