COLLINGHAM *Parish Council*

EQUALITY AND DIVERSITY POLICY

ADOPTED 10 MAY 2018 Next Review: May 2019

Collingham Parish Council is committed to complying with current and future legislation with regard to diversity and equality. The Parish Council believes that meeting the needs of our residents, Councillors and staff can only be achieved through recognising and appreciating the value of each individual.

Our aim is to create an environment that respects the diversity of staff, councillors and service users and enable them to achieve their full potential, to contribute fully, derive maximum benefit and enjoyment from their contact or involvement with the Parish Council.

To this end the Parish Council is committed to and will strive to embed in all its activities, the following rights for ALL:

- To receive a professional and appropriate service.
- To be treated with respect and dignity
- To be treated fairly with regard to all procedures, assessments and choices.
- To receive encouragement to reach their full potential.
- NO form of intimidation, bullying or harassment will be tolerated.

To achieve the above, it is recognised that responsibility does not just lie with Collingham Parish Council as a Corporate Body, but with Councillors individually, staff, service users, appointed contractors or service providers. All of the foregoing must individually and collectively uphold these rights and act in accordance with them in their dealings or interaction with others.

Statutory Duty.

As a local authority leading and speaking on behalf of the community, the Council will play its part in making society fairer by tackling discrimination and providing equality of opportunities for all. The Equality Act places an Equality Duty on the Council to work to:

- Eliminate discrimination, harassment, victimisation and any other contact prohibited under the Act.
- Advance equality of opportunity between persons who share a protected characteristic and persons who do not.
- Foster good relations between persons who share a protected characteristic and persons who do not.
- NO individual will be unjustifiably discriminated against. This includes but is not limited to the following (known as protected under the Equalities Act.)

Age, Disability - Gender reassignment - Marriage and Civil Partnerships - Pregnancy and Maternity - Race - Religion and Beliefs - Sex - Sexual Orientation.

Collingham Parish Council is committed to counter discrimination in any form and be supportive of others with the same objectives.