

EDI – EQUALITY, DIVERSITY & INCLUSION – POLICY REVIEWED SEPTEMBER 2023

STATUTORY REQUIREMENTS AND DUTIES

The Equality Act 2010 places an Equality Duty on public bodies and organisations carrying out public functions. Its main aim is to support good decision making by ensuring public bodies consider how different people will be affected by their activities. It also helps to deliver policies and services that are efficient and effective, accessible, and that meet different people's needs, as much as is reasonably possible.

The Public Sector Equality Duty includes a general duty and specific duties.

The three main aims of the general duty are to:

- 1 eliminate unlawful discrimination, harassment and victimisation
- 2 advance equality of opportunity between people from different groups
- 3 foster good relations between people from different groups.

Specific duties require public bodies to:

- 4 publish information to show their compliance with the Equality Duty annually
- 5 set and publish at least one measurable equality objective every four years which will further the three aims of the Equality Duty.

THE AIM OF UPTON GREY PARISH COUNCIL'S EDI POLICY IS TO PROMOTE AWARENESS OF AND COMPLIANCE WITH DUTIES 1-5 ABOVE

This principles of EDI extend to – but are not limited to – the provision of services; the work of parish councillors and employees in the community; relationships with parishioners, partner organisations and contractors.

The Parish Council's EDI priorities are:

- EDI-1: For the Parish to be inclusive, treating and welcoming all equally
- EDI-2: For any provision and services to be accessible to all
- EDI-3: To ensure fair treatment for all, meeting individual needs
- EDI-4: To provide equality, diversity and equal opportunities in the workplace.

The scope of the Policy is to protect all from unlawful discrimination – and specifically in relation to the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation.

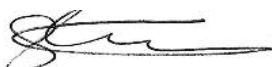
Protection from unlawful discrimination in the workplace includes

- To oppose and avoid all forms of unlawful discrimination in relation to members and employees, in terms of remuneration and benefits, terms and conditions, dealing with grievances and discipline, requests for flexible working and leave, selection for projects, promotion, training or other developmental opportunities.

Ensuring equality, diversity and equal opportunities in the workplace includes

- creating a working environment which promoting dignity and respect for all, and which encourages and values individual contributions and differences.

REVIEWED and approved meeting 21 September 2023, next review March 2024



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