**FOSTON ON THE WOLDS PARISH COUNCIL**

**EQUALITY POLICY**

**BACKGROUND**

The Equality Act 2010 replaced all existing equality legislation such as the Race Relations Act, Disability Discrimination Act and Sex Discrimination Act. It has consolidated this legislation, simplified it and extended protection from discrimination. It is unlawful for public bodies to discriminate against a person by treating them less favourably of them

* Age
* Disability
* Gender
* Gender reassignment
* Race
* Religion, faith or belief including lack of belief
* Sexual orientation
* Marriage and civil partnership
* Pregnancy and maternity

The Public Sector Equality Duty as part of the Equality Act came into force on 6th April 2011. It requires all public bodies when carrying out their day to day work to have due regard to the need to

Eliminate discrimination and other conduct that is prohibited by the Act

Advance equality of opportunity between people who share a protected characteristic and people who do not share it

Foster good relations across all characteristics – between people wo share a protected characteristic and people who do not share it.

**POLICY STATEMENT**

Foston on the Wolds Parish Council is committed to fulfilling its role as an employer, service provider, purchaser of goods and services and community leader without discrimination on the basis of age, disability, gender, gender reassignment, race, religion, pregnancy and maternity, marriage and civil partnerships and sexual orientation.

**SCOPE**

All members, employees and agents of the Council must seek to eliminate discrimination, advance equality of opportunity and foster good relations within the community.

**FOR EMPLOYEES**

All employees, whether part-time, full-time or temporary will be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

**IN THE COMMUNITY**

We are committed to creating a socially inclusive and cohesive community by:

Promoting equal opportunity and equal access to employment services and information

Identifying and addressing the barriers that different groups face to participation in community life.

Working towards ensuring fair and equitable resources

Respecting the diversity of our community

Working with others to ensure that Foston on the Wolds is a safe place to live, work or visit.

Listening and responding to the views of our communities through appropriate and widespread consultation and participation mechanisms, which are accessible to all.

Ensuring the communications, we produce and the events we hold positively reflect and promote the diversity of our communities and are made fully accessible.

**SERVICES**

We are committed to ensuring that our services are accessible to all and responsible by:

Ensuring our customers are aware of our services and that we deliver our services in ways that are sensitive to customers’ needs.

Ensuring that all those in the community are able to visit our offices, community halls and open spaces.

Ensuring that the information we provide about our services is accessible to our community,

Consulting and involving all sections of our community in the development and monitoring of our policies and services in ways which enable people to participate.

**PROCUREMENT**

We are committed to ensuring that those contractors and other form whom we procure goods and who deliver our services share and implement our equality vision and values by:

Demonstrating that all practicable steps are being taken to allow equal access and equal treatment in employment and service delivery for all, as appropriate to the nature of the contract concerned.