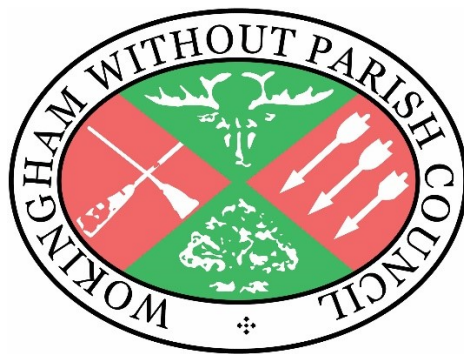


# Wokingham Without Parish Council



## Equality and Diversity Policy

Version 1.0

## Aims

1. The aim of this policy is to communicate the commitment of Wokingham Without Parish Council, its Members and Officers to meeting the Public-Sector Equality Duty, which came into force on 5 April 2011.
2. The Equality Duty applies to public bodies and others carrying out public functions. It supports good decision-making by ensuring public bodies consider how different people will be affected by their activities, helping them to develop policies, better represent their interests and provide services which are efficient and effective; accessible to all; and which meet different people's needs.

## Policy Statement

1. It is Wokingham Without Parish Council's policy to provide equality of access, information, facilities and services and to meet its obligations as an employer irrespective of:
  - a. Gender, including gender reassignment
  - b. Marriage or civil partnership
  - c. Pregnancy, maternity or paternity
  - d. Religious belief or political opinion
  - e. Race (including colour, nationality, ethnic or national origins)
  - f. Disability
  - g. Sex or sexual orientation
  - h. Age
2. Wokingham Without Parish Council is opposed to all forms of unlawful and unfair discrimination. All people and employees will be treated fairly and will not be discriminated against on any of the above grounds. All decisions about will be made objectively and without unlawful discrimination.
3. Wokingham Without Parish Council recognises that supporting Equality is of primary importance. This policy will help all those who are Council Members or work for the Council to develop sound and effective policies that impact on the parish, community and surrounding areas.
4. Wokingham Without Parish Council aims to create a culture that respects and values differences, that promotes dignity, equality and diversity. We aim to remove barriers, bias or discrimination that prevent individuals or groups from realising their potential and contributing fully to the community to develop a culture that positively values diversity.
5. Wokingham Without Parish Council will challenge discrimination. It aims to provide equality and fairness to all in the community and expects all Members and Officers to be aware and understand the Equality Act 2010.

## Equality Commitment

1. Wokingham Without Parish Council is committed to:
  - a. Promoting equality of opportunity for all persons.

- b. Promoting a good and harmonious environment in which all persons are treated with respect.
- c. Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation.
- d. Fulfilling our legal obligations under equality legislation and associated codes of practice.
- e. Taking lawful affirmative and positive action where appropriate.

## Equality Commitment

1. All Councillors have responsibility for the effective implementation of this policy. In order to implement this policy, the following will be undertaken:
  - a. The policy will be approved by a resolution of the full council and displayed on the Council's website.
  - b. The Council will incorporate equal opportunities practices into its work, including decision making of the Council.
  - c. Ensure that other persons or organisations with which the Council works has a current equality and diversity policy.

## Monitoring & Review

1. The effectiveness of our equal opportunities policy will be reviewed regularly, and action taken as necessary.
2. In addition to the Council's complaints procedure, any person has the right to pursue complaints of discrimination under the Equality Act 2010.