Annex I

EQUALITY AND DIVERSITY POLICY

1. Aim

1.1 The aim of this policy is to communicate the commitment of King's Somborne Parish Council, its Members and Officers to meeting the Public Sector Equality Duty, which came into force on 5 April 2011. 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 deliver policies, representation and services, which are efficient and effective; accessible to all, and which meet different people's needs.

2. Policy Statement

It is King's Somborne Parish Council's policy to provide representation, information, facilities, services and employment to all irrespective of:

- Gender, including gender reassignment
- Marital or civil partnership status
- Having just had a baby or being pregnant
- Having or not having dependents
- Religious belief or political opinion
- Race (including colour, nationality, ethnic or national origins)
- Disability
- Sexual orientation
- Age

King's Somborne Parish Council is opposed to all forms of unlawful and unfair discrimination. All people and employees shall be treated fairly and will not be discriminated against on any of the above grounds. All decisions shall be made objectively and without unlawful discrimination.

King's Somborne 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 which impact on the community and its surrounding areas.

King's Somborne Parish Council aims to create a culture that respects and values individuals' differences and promotes dignity, equality and diversity. The Council aims to remove barriers, bias or discrimination which prevent individuals or groups from realizing their potential and contributing fully to the community and to develop a culture which positively values diversity.

King's Somborne Parish Council shall 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.

3. Equality Commitments

King's Somborne Parish Council is committed to:

- Promoting equality of opportunity for all persons.
- Promoting a good and harmonious environment in which all persons are treated with respect.
- Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimization.
- Fulfilling its legal obligations under equality legislation and associated codes of practice.
- Complying with its own equal opportunities policy and associated policies.
- Taking lawful affirmative and positive action where appropriate.

4. Implementation

The Chairman has specific responsibility for the effective implementation of this policy. In order to implement this policy he or she shall:

- Communicate the policy to Members, the Clerk and members of the public
- Incorporate equal opportunities into general practices
- Ensure that other persons or organisations shall comply with the policy in their dealings with the Council

5. Monitoring and Review

King's Somborne Parish Council shall establish appropriate information and monitoring systems to assist in the effective implementation of its equal opportunities policy.

The effectiveness of its equal opportunities policy shall be reviewed annually and action taken as necessary.

In addition to the Council's internal procedures, any person has the right to pursue complaints of discrimination under the Equality Act 2010.