

Equality and Diversity Policy

Reviewed: March 2022

Commitment to Equality

Halberton Parish Council (the Council) acknowledges its statutory equality duty as a Public Sector employer under the terms of the Equality Act 2010. In particular, while we deliver our services and functions, we aim to:

- Eliminate unlawful discrimination, harassment and victimisation and any other conduct prohibited by or under this Act
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people from different backgrounds who share a protected characteristic and those who do not

The Council will ensure that staff, residents and service users are treated equally, with dignity and respect, regardless of: age, disability, race (including ethnic origin, colour, nationality and national origin), sexual orientation, sex/gender, religion or belief (including philosophical belief), gender reassignment, marriage and civil partnership, pregnancy and maternity (the nine characteristics protected by the Equality Act 2010).

The Council recognises it has an important community leadership role and will use this opportunity to advance equality, fairness and community cohesion. The Council will seek to monitor and address unequal consequences, where possible, for different equality groups in the delivery of our outcomes and ensure that our over-arching values are integrated throughout our work.

Putting the Policy into Practice

The Council will engage in a range of activities to translate our commitment to equality into practice and meet our legal duties.

As a Community Leader we will:

- Promote good relations between communities in our communications and address negative stereotyping of any groups
 - Organise and support a range of equality and diversity events throughout the year to promote understanding and awareness, foster community cohesion and inter-community dialogue
 - Encourage council members and managers to demonstrate personal leadership in equality and inclusion and provide them with appropriate training and development opportunities
 - Promote and encourage diversity among election candidates to aim for the Council to have representative membership that reflects the local community they support
 - Work with key stakeholders in the parish and borough to develop and support initiatives that help improve the social and economic environment
- As a Service Provider we will:
- Provide services that are accessible to all and that are tailored to the diverse and individual needs of our community
 - Obtain up to date equality information and data on parish residents and use it to identify priorities and develop solutions and interventions
 - Ensure that equality is a specific way of delivering greater social value through our

procurement process and monitoring the policies and practices of our suppliers

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- Ensure that our work and future strategy reflects the views of local residents by consulting and engaging with all groups in our community, especially those representing marginalised or disadvantaged groups
- Ensure that all residents have equal opportunity to participate and influence the democratic process
- Use equality analysis (equality impact assessment) when introducing any new policy, practice, or function As an Employer we will:
- Aim for the Council to have a representative workforce that reflects the local community they support
- Treat fairly and equally all employees, whether full-time, part-time, fixed term contract, agency workers or temporary staff. Selection for employment, promotion, training, remuneration or any other benefit will be based on 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 Council
- Continue to review and develop our human resources policies and procedures (including recruitment and learning and development) to ensure they are inclusive and accessible for all staff
- Ensure that learning and development is undertaken so that staff understand the importance of equality and are well-trained and equipped to manage and/or work within a diverse workforce and meet the needs of our local community
- Ensure that appropriate performance management systems are in place that support staff to be accountable for ensuring equality outcomes and confident and effective in managing issues around equality
- Ensure that procedures are in place that support all employees to receive fair treatment and address any harassment or bullying
- Monitor and review our pay and remuneration arrangements to ensure equal pay
- Ensure that all policies, procedures and practices are assessed for their impact on equalities issues and promote equality
- Review the Equality policy annually to assess how it is working in practice and take necessary action to address any issues
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- Adopted by Full Council: 22 March 2022