

## **HAMBLE PARISH COUNCIL**

# **Equality and Diversity Policy**

### **INTRODUCTION**

1. The aim of this policy is to communicate the commitment of the Hamble le Rice Parish Council, its Members and Officer(s) to meeting the its Equality Duty, which came into force on 5 April 2011. The Equality Duty applies to public bodies and others carrying out public functions.
2. 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; which meet different people's needs; as well as the promotion of equality and diversity in relation to Hamble le Rice Parish Council functions and activities.

### **CONTENT**

3. It is our policy to provide, information, facilities, services employment and representation to all in our community irrespective of:
  - Gender, including gender reassignment
  - Marital or civil partnership status
  - Being pregnant or having just had a baby
  - Having or not having dependents
  - Religious belief or political opinion
  - Race (including colour, nationality, ethnic or national origins)
  - Disability
  - Sexual orientation
  - Age
4. The 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 will be made objectively and without prejudice or unlawful discrimination.
5. Hamble le Rice Parish Council recognises that supporting and promoting 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 village, community and surrounding areas.

6. The Council aims to create a culture that respects and values each other's differences, that promotes dignity, equality and diversity. We aim to remove barriers, bias or discrimination that prevents individuals or groups from realising their potential and contributing fully to the community to develop a culture that positively values diversity.
7. Hamble le Rice 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 COMMITMENTS**

8. Hamble le Rice 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 our legal obligations under equality legislation and associated codes of practice.
  - Complying with our own equal opportunities policy and associated policies.
  - Taking lawful affirmative and positive action where appropriate.
9. This policy is fully supported by all Members of **Hamble le Rice Parish Council** and has been approved at its annual meeting on the 14<sup>th</sup> May 2018. It will be reviewed again within 12 months.

Reviewed by Council: 13.05.19

Review date: 11.05.20

Reviewed by Council: 10.05.21

Reviewed by Council: 9.05.22