



Stantonbury Parish Council
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Statement on Equality and Diversity

Introduction

Stantonbury Parish Council's statement on Equality and Diversity outlines the Council's commitment to Equality and Diversity across the Parish and within the Council. By strongly promoting equality and enabling residents to access all opportunities we believe that the Council contributes to improving the quality of life for everyone in Stantonbury Parish.

This statement on Equality and Diversity does not stand alone from other Council strategies but seeks to provide a focus and overview of the Council's commitment. Reducing inequality and delivering the Council's equality objectives can only be delivered effectively if it is embedded across the organisation and within partnership working.

Purpose

The purpose of this policy is to provide equal opportunities to all employees, staff, councillors and parishioners irrespective of their characteristics (unless there are genuine occupational qualifications or objectively justified reasons for a different approach to be taken.) Stantonbury Parish Council opposes all forms of unlawful and unfair discrimination whether it be direct or indirect discrimination, victimisation or harassment on the grounds of any of the protected characteristics defined in the Equality Act 2010.

Equality Act 2010

This statement outlines how the council will comply with the Equality Act 2010. The Equality Act provides the basic framework of protection from discrimination, victimisation and harassment, and came into force from 1 October 2010.

The Act replaces all existing anti-discrimination laws (such as Disability Discrimination Act 1995), and extends protection across a number of 'protected characteristics'. These are race, gender, disability, age, sexual orientation, religion or belief, gender reassignment and pregnancy and maternity. The Council recognises that inequality can exist for reasons beyond these groups such as an individual's socio-economic status, or simply through their status as a vulnerable person in need of assistance. Therefore this Equality Statement extends beyond the protected characteristics.

Within the Equality Act, the public sector equality duty (which replaces the previous race, gender and disability duties) requires local authorities (and other public sector bodies) to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between different groups
- Foster good relations between different groups

The Council is committed to delivering and complying with the Equality Act 2010. This statement affirms that commitment. In addition Stantonbury Parish Council has made a decision not to discriminate against people on the following grounds:

- Housing type
- Income type
- Family composition

All employees whether full time, part time, fixed term contract, agency workers or temporary staff, will be treated fairly and equally. Selection for employment, promotion, training, remuneration or 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 Stantonbury Parish Council.

Our Commitment

Every employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.

The commitment to equal opportunities in the workplace is good management practise and makes sound business sense as it seeks to utilise the talents available from the local community, representing society as a whole.

Breaches of our equal opportunities policy will be regarded as serious misconduct and could lead to disciplinary proceedings. Employees are entitled to complain about discrimination or harassment or victimisation through Stantonbury Parish Council's grievance procedure.

The policy is supported by all Members of Stantonbury Parish Council and adopts the model contract as devised by the employee professional body in the local government sector (the society of Local Council Clerks) and will be monitored and reviewed annually. The Council is committed to delivering and complying with the Equality Act 2010. This statement affirms that commitment.

If you would like a copy of this document in an alternative format, for example, large print please contact:

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Chairman

Date