

ASHOVER PARISH COUNCIL

EQUALITY POLICY STATEMENT

Introduction

As a parish council, Ashover is moving away from the traditional way of dealing with equal opportunity, which tended to look at each of the equality strands separately. We have tended for example, to look at disability, gender and race equality as separate issues, whereas in fact, they are strands of the same issue, namely equal opportunity.

We have come to the view that discrimination is a generic issue which should be tackled in whatever form it shows itself, whether it is on the basis of a person's age, their gender, their race or ethnicity, their religion (or no belief at all), any disability or their sexuality.

Policy Statement

For this reason, we have developed a single equality policy statement which will help us to meet our duties as a public body, which is **'to promote equality of opportunity for all and in everything we do tackle discrimination and work to build a cohesive parish in which everyone feels valued and part of the community in which they live'**.

Objectives

Under our Equality Policy Statement, our objectives are to:

- A) Promote equality of opportunity for disabled people, for men and women, for people of different racial and ethnic backgrounds, for older people as well as young people, for people of different religion and those who are of no religion and for lesbians, gay men, bisexuals and those who are transgender.
- B) Eliminate discrimination that is unlawful.
- C) Encourage and involve all sections of the community, whether they be ethnic/racial groups; disabled people; men or women; religious/belief communities; lesbian, gay, bisexual, transgender people; young and older people, in public life, and in consultation and decisions on matters that may affect their lives;
- D) Eliminate harassment whether based on a disability, a person's gender; sexual orientation; race, ethnicity; age or religion.
- E) Promote positive attitudes towards all people and groups.
- F) Promote good relations and social cohesion between and among all people living or working in the parish.

Features of the Equality Policy

The Policy is built around the 'general duties' relating to the seven strands of equality currently recognised and covered by United Kingdom legislation. These include Age, Disability, Gender, Race and Ethnicity, Equal Pay, Religion/Faith, and Sexuality.

Commitment

Ashover Parish Council is fully committed to implementing this Equality Policy and any future decisions or activities will, in line with current legislation and good practice, actively seek to eliminate unlawful discrimination. Ashover Parish Council will have due regard to this policy whilst discussing or carrying out any of their legal duties and requirements.

Personnel – where staff vacancies occur, applications are to be invited from all members of the community. Gender/age/disability/race/faith or sexuality plays no part in the short listing and interview process. Promotion and pay progression is dependant solely on performance. All members of staff have a right to professional development.

Review

Ashover Parish Council will review this statement every three years or when legislation dictates otherwise.

Reviewed: May 2017

Reviewed: May 2018

Reviewed: May 2021

Reviewed: May 2024

Next Review: May 2027