

Ludgvan Parish Council

Equality & Diversity Policy

Approved by Council – 8 March 2023

The aim of this policy is to set out the commitment of Ludgvan Parish Council to meeting the Public Sector Equality Duty, which came into force on 5 April 2011. The Equality Duty applies to public bodies and others carrying out public functions. It supports good decision-making by ensuring public bodies consider the ways in which individuals will be affected by their activities. The aim is for the Parish Council to act in a way which is accessible to all, and which meets different people's needs.

Policy Statement

It is Ludgvan 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
- Religious belief or political opinion
- Nationality, ethnic or national origins
- Disability
- Sexual orientation
- Age

Ludgvan Parish Council is opposed to all forms of unlawful and unfair discrimination. All people, including employees, will be treated fairly and will not be discriminated against on any of the above grounds.

Ludgvan Parish 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 prevent individuals or groups from realising their potential and contributing fully to the community to develop a culture that positively values diversity. The Council aims to act with equality and fairness to all in the community and expects all Members and Officers to be aware of and understand the Equality Act 2010.

Equality Commitments

Ludgvan 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 victimisation
- Fulfilling our legal obligations under equality legislation and associated codes of practice
- Taking lawful affirmative and positive action where appropriate

How we will implement this policy:

- Communicate this policy to all Councillors, Officers and members of the public by publishing the policy on the council's website
- Incorporate equal opportunities into general practices
- Ensure that other persons or organisations will comply with the policy in their dealings with the council.