**EAST CHINNOCK PARISH COUNCIL**

**EQUALITY, DIVERSITY AND INCLUSION POLICY**

**Legal Position**

The Equality Act 2010 makes it unlawful to discriminate against an individual on the grounds of the following protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation

Through the Public Sector Equality Duty, the Act also requires public bodies including Parish Councils to have due regard to the need to: eliminate unlawful discrimination, harassment, victimisation and any other conducted prohibited by the Equality Act, advance equality of opportunity between people who share a protected characteristic and people who do not share it and foster good relations between people who share a protected characteristic and people who do not share it.

**Commitment to Equality and Diversity**

East Chinnock Parish Council is committed to achieving equality of opportunity and valuing diversity in all aspects of its work. The Parish Council aims to provide services and activities which are accessible to as many people as possible whilst recognising the diversity of local need.

The Parish Council will work to tackle direct and indirect discrimination, to promote social inclusion and to actively encourage greater participation of underrepresented groups. This also includes fostering good relationships between different individuals and groups within the village.

**Policy**

1) East Chinnock 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. The Council is committed to the promotion and delivery of equal opportunities in the work place and in the delivery of services and all other activities undertaken by the Council.

2) East Chinnock Parish Council will publish and promote its equality policy so that all councillors, employees, contractors, service users and members of the public are aware of its commitment to equality.

3) East Chinnock Parish Council will strive for equality of access to all its services and activities and will consider the equality policy when commissioning, designing, delivering or evaluating services.

4) East Chinnock Parish Council will challenge any discrimination it recognises within the Parish Council and the wider community. It is the responsibility of each individual member of council and the Clerk to challenge discrimination when it is encountered.

5) East Chinnock Parish Council is an equal opportunities employer.

6) East Chinnock Parish Council will acknowledge and, where possible, celebrate the diversity within the Parish and will support the development of communities and assist them in challenging discrimination.

Adopted by the Council at the meeting on 1st November, 2021 under Minute Reference 187/21