

Wisbech St Mary Parish Council

Chairman – Councillor David Wheeler

EQUALITY AND DIVERSITY POLICY

FIRST ADOPTED

MAY 2021

Adopted by resolution of the Council on

17th May 2021 - Minute Reference 17 (b)

Reviewed - 8th August 2022 - Minute Reference 13 (a)

Sarah Bligh – Parish Clerk & RFO

16 Selwyn Cottages | High Road | Guyhirn | PE13 4EQ

01945 450184 | 07595 353424 | theclerk@wsmparishcouncil.org.uk

www.wsmparishcouncil.org.uk

SECTION 1

Introduction

- Wisbech St. Mary Parish Council is committed to providing and promoting equal opportunities, eliminating discrimination and encouraging diversity in the community.
- Wisbech St. Mary Parish Council aims to create a culture that respects and values each other's differences and which promotes dignity, equality and diversity.
- An up-to-date copy of this Policy shall be maintained on the parish council's website.

SECTION 2

Purpose

- Wisbech St. Mary Parish Council recognises that supporting equality is of primary importance. This policy will help Councillors and employees of the Council to develop sound and effective policies that impact on the local community, whilst ensuring that the Council meets its duty under the Equality Act 2010.

SECTION 3

Scope

- This policy applies to all employees, volunteers, contractors and councillors of Wisbech St. Mary Parish Council.
- All employees and Councillors have a duty to uphold equal opportunities principles. Any breach by them of this policy will be dealt with through the code of conduct or Disciplinary process.

SECTION 4

Equality Act 2010

- The Equality Act 2010 applies to public bodies and others carrying out public functions. It supports good decision-making by ensuring public bodies consider how different people will be affected by the activities, policies and services provided.
- The Equality Act 2010 places a Public Sector Duty on Wisbech St. Mary Parish Council to work to:
 - a) Eliminate discrimination, harassment, victimisation and any other conduct prohibited under the Act
 - b) Advance equality of opportunity between persons who share a protected characteristic and persons who don't share it
 - c) Foster good relations between persons who share a relevant protected characteristic and persons who don't share it

- No individual, group or organisation will be discriminated against. This includes, but is not limited to the following characteristics (known as protected characteristics under the Act)
 - Age
 - Disability
 - Gender
 - Marital status and civil partnerships
 - Pregnancy and maternity
 - Race
 - Religion and beliefs
 - Sexual orientation
 - Ethnic origin
 - Nationality

SECTION 5

Equality Commitments

- Wisbech St. Mary Parish Council supports the principles and practices of the Equality Act 2010 and recognises that it is the duty of all Councillors and employees to accept their personal responsibility for fostering a fully integrated community at work by respecting and adhering to the principles of equality for all.
- Wisbech St. Mary Parish Council will actively promote equality throughout the organisation through the application of policies which will ensure that individuals receive treatment that is fair and equitable and consistent with their relevant aptitudes, potential, skills, experiences and abilities.
- Wisbech St. Mary 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 and valued
 - Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation
 - Fulfilling its legal obligations under the Equality Act 2010

SECTION 6

Policy Review

- Wisbech St. Mary Parish Council will review this policy as is necessary and appropriate, or at a maximum of three years after adoption.

SECTION 7
Equality Contact

Contact	Email	Telephone
Fenland District Council - Officer David Bailey To report an equality concern	dbailey@fenland.gov.uk	01354 622451 07960 955591

Latest date for review: May 2025

Signed: 

Chairman

Date: 8/8/22