

**ROWSLEY PARISH COUNCIL**

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**EQUALITY AND DIVERSITY POLICY STATEMENT OF INTENT**

**Reviewed and adopted by Rowsley Parish Council 20 May 2024 Due for review May 2025**

Rowsley Parish Council is committed to the promotion of equal opportunities in its role as an employer and in its role with responsibility for the provision of services within the community.

The Council recognises and values the diversity of the local community and believes that equality is central to the provision of modern quality services.

The council's priorities are:

- seek to make the parish a welcoming place for everyone
- seek to make sure relevant services are accessible to all
- seek to provide fair treatment that meets individual needs, seek to encourage a diverse council body and workforce.

**Rowsley Parish Council  
Equality and Diversity Policy**

**1. Introduction**

1. Rowsley Parish Council is committed to providing and promoting equal opportunities, eliminating discrimination and encouraging diversity in the Community.
2. Rowsley Parish Council aims to create a culture that respects and values each other's differences and which promotes dignity, equality and diversity.
3. An up-to-date copy of this Policy shall be maintained on Rowley Parish Council's website.

**2. Purpose**

1. Rowsley 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.

**3. Scope**

1. This policy applies to all employees, volunteers, contractors and elected members of Rowsley Parish Council.

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2. It is the responsibility of every employee and Councillor of Rowsley Parish Council to ensure that they do not discriminate in any way. All employees and Councillors have a duty to uphold equal opportunities principles. Any breach of this policy will be dealt with appropriately.

### **4. Equality Act 2010**

1. 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.
2. The Equality Act 2010 places a Public Sector Duty on Rowsley 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.
3. No individual 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

### **5. Equality Commitments**

1. Rowsley 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.
2. Rowsley Parish Council will actively promote equality throughout the organisation through the application of policies, which will ensure that

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individuals receive treatment that is fair and equitable and consistent with their relevant aptitudes, potential, skills, experiences and abilities.

3. Rowsley Parish Council is committed to:

- Promoting equality 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