

## **Great Bedwyn Parish Council**

### **Equality Policy Statement**

#### **Purpose of Policy**

Great Bedwyn Parish Council recognises that disadvantage and discrimination exist in society, and that people may experience more than one form of discrimination. The Council is committed to striving to eliminate these inequalities and by application of this policy aims to be fair, reasonable and just in its responsibilities. Great Bedwyn Parish Council values the diversity of its members and workforce, its partners and voluntary supporters and the people and communities both resident and visiting the Parish. The Council is working towards ensuring all aspects of its service delivery and employment practices are of the highest possible equality standard.

#### **Scope**

The policy includes all aspects of employment, service delivery, policies, decisions, functions and practices of Great Bedwyn Parish Council. It applies to employees and candidates for employment or co-option with the Parish Council. Its principles apply to the provision and use of all services. It also applies to those contractors and partners who provide public services on behalf of the Council

#### **Our Commitment**

The Council commits itself to make its services, facilities and resources accessible and responsive to residents and visitors to Great Bedwyn Parish. The Council will work towards ensuring that individual Human Rights are supported within its decisions, policies and practices and that people are not discriminated against on the basis of age, disability, gender assignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

#### **Objectives**

- to create an environment in which individual differences and the contributions of all our members/employees, partners, service providers and service users are recognised and valued
- to create an environment that promotes dignity and respect to all members/employees, partners, service providers and members of the public. No form of intimidation, bullying or harassment will be tolerated
- to monitor and review this policy annually

Policy adopted by Great Bedwyn Parish Council January 2012