



## Brixton Parish Council

### Equality & Diversity Policy

#### 1. Aims

The aim of this policy is to communicate the commitment of Brixton Parish Council, its Councillors and the clerk 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 how different people will be affected by their activities, helping them to deliver policies, representation and services, which are efficient and effective; accessible to all; and which meet different people's needs.

#### 2. Policy Statement

It is Brixton 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
- ◆ Having just had a baby or being pregnant
- ◆ Having or not having dependents
- ◆ Religious belief or political opinion
- ◆ Race (including colour, nationality, ethnic or national origins)
- ◆ Disability
- ◆ Sexual orientation
- ◆ Age

Brixton Parish Council is opposed to all forms of unlawful and unfair discrimination. All people and employees will be treated fairly and will not be discriminated against on any of the above grounds. All decisions about will be made objectively and without unlawful discrimination.

Brixton Parish Council recognises that supporting Equality and Diversity is of primary importance. This policy will help all those who are Councillors or work for the Council to develop sound and effective policies that impact on the village, community, and surrounding areas.

Brixton Parish Council aims to create a culture that respects and values each other's differences, that promotes dignity, equality and diversity. It aims to remove barriers, bias or discrimination that prevent individuals or groups from realizing their potential and contributing fully to the community.

Brixton Parish Council will challenge discrimination. It aims to provide equality and fairness to all in the community and expects all Councillors and the clerk to be aware and understand the Equality Act 2010.

### **3. Equality Commitments**

Brixton 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 civility and respect.
- Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimization.
- Fulfilling our legal obligations under equality legislation and associated codes of practice.
- Complying with our own equal opportunities policy and associated policies.
- Taking lawful affirmative and positive action where appropriate.
- Adhering to the Civility and Respect Pledge
- Training in civility and respect for Councillors and the clerk is undertaken

### **4. Implementation**

- Communicate the policy to Councillors, the Clerk, and members of the public
- Incorporate equal opportunities into general practices
- Ensure that other persons or organisations will comply with the policy in their dealings with the Council

### **5. Monitoring and Review**

Brixton Parish Council will establish appropriate information and monitoring systems to assist the effective implementation of our equal opportunities policy.

The effectiveness of our equal opportunities policy will be reviewed annually, and action taken as necessary.

In addition to the Council's internal procedures, any person has the right to pursue complaints of discrimination under the Equality Act 2010.

**Policy adopted by Brixton Parish Council - 27<sup>th</sup> July 2016**

**Policy updated at the meeting of Brixton Parish Council 26<sup>th</sup> July 2017, 25<sup>th</sup> July 2018, 31<sup>st</sup> July 2019, 29<sup>th</sup> July 2020, 29<sup>th</sup> September 2021, 2<sup>nd</sup> November 2022 (October meeting) and 1<sup>st</sup> November 2023 (October meeting)**

Kirstie Aldridge, Clerk to Brixton Parish Council