

Brayton Parish Council Diversity and Inclusivity Policy

Brayton Parish Council (BPC) welcomes and celebrates diversity. BPC is committed to improving the quality of life for everyone by ensuring people who live, work or visit our district are treated fairly, with respect and are given the same chances and opportunities by taking into consideration their different needs. We are committed to meeting our responsibilities under the Public Sector Equality Duty (1) when designing and delivering services and in our employment practices, namely:

- to eliminate discrimination, harassment and victimisation;
- to advance equality of opportunity; and
- to foster good relations between those sharing a protected characteristic (2) and those who do not.

BPC has two broad objectives to show how we plan to reduce or remove particular inequalities. Each objective is supported by a number of priority actions.

Our objectives are:

1. To ensure services delivered by, or on behalf of, BPC are – as far as possible - accessible and do not discriminate.

2. To ensure the Council's employees and Elected Members are supported to deliver accessible, non-discriminatory services.

To achieve this, we will take reasonable steps to make sure:

- Services delivered by, or on behalf of, BPC are as far as possible - accessible and do not discriminate.
- Our employees and Elected Members are supported to deliver accessible, non-discriminatory services.
- We treat staff and members of our community with respect and dignity.
- We develop our councillors and staff to help us meet our equality duties.
- We continue to review and develop all our employment policies and practices to ensure they are inclusive and accessible for all staff.
- We ensure that anyone who provides a service for us treats people fairly. We will do this through our procurement process and by monitoring their work.
- We will investigate any breaches of this policy and we will take disciplinary action if appropriate.
- We will assess the impact of proposed significant new policy, procedure and practice changes to ensure they do not disproportionately negatively impact on particular sections of the community.
- We will periodically review this policy and our progress around equality and diversity.

1 The Public Sector Equality Duty was set under s.149 (1) of the Equality Act 2010

2 Protected characteristics are age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion and belief; sex and sexual orientation.