

Warnford Parish Meeting

Equality and Diversity Policy as approved and adopted by the Parish Meeting on 19th November 2015

Introduction

Warnford Parish Meeting is committed to providing the highest quality of service and recognises that the implementation of an effective Equality and Diversity Policy is an integral part of such an approach. However, Warnford is a Parish Meeting, which currently has no employees. The scope of this policy is, therefore, designed to reflect this.

The Parish Meeting will treat all its parishioners and others with whom it deals with dignity and respect, free from discrimination, victimisation and harassment.

Legal Position

Under the Equality Act 2010 it is unlawful to discriminate against an individual on the following grounds:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

These are known as “protected characteristics” in section 4 of the 2010 Act. Section 149 of the 2010 Act imposes a **Duty on Parish Meetings to take into account:** -

- The need to eliminate discrimination and harassment, victimisation and any other conduct that is prohibited by or under the Act;
- To advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- To foster good relations between those who share protected characteristics and those who do not.

Our Commitment

Warnford Parish Meeting understands its obligations under the Equality Act 2010.

Warnford Parish Meeting is fully committed to its duty, imposed by Section 149 of the 2010 Act.

Warnford Parish Meeting is committed to the principle of equal opportunities and declares its opposition to any form of less favourable treatment, whether through direct or indirect discrimination, on the grounds of the protected characteristics as specified in the Equality Act 2010.

Warnford Parish Meeting is committed to the promotion, maintenance and protection of the rights of individuals