

Equalities Statement

Adopted by Council minute 209/18/19

Full Council Meeting – 25th February 2019

Charlton Kings Parish Council recognises and promotes the importance of equality, diversity and human rights to ensure an inclusive approach in all that it does.

In making this statement we recognise that everyone is different and appreciate the value of diversity in our community and society generally. We aim to promote the inclusion of groups and individuals within our community who are under-represented, disadvantaged or excluded.

The Council recognises the 'Public Sector equality duty' that was established by the Equality Act 2010 (S. 149) and that it applies to Parish Councils.

We will, in carrying out our functions, have regard to the three aims of the general equality duty, to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

The Council will work together with other organisations in the community, and beyond, to address issues that affect everyone in our community. The Council will support and encourage opportunities for as many people as possible within the parish to be involved in our community, and support measures that meet the needs of people, including those with "protected characteristics" according to the Equality Act 2010 (S 4). These are: Age, Disability, Gender reassignment, Pregnancy and maternity, Race, Religion or belief, Sex and sexual orientation, Marriage and civil partnership

The Council undertakes to advance equality, by:

- Removing or minimising disadvantages suffered by people due to their protected characteristics.
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

In particular, the Council will:

- Ensure compliance with current legislation.
- Seek to eliminate discrimination and harassment, victimisation and any other conduct that is prohibited by the Act.
- Consider equalities and inclusion when planning its policies and programmes.
- Promote fair employment practices in recruitment, selection, retention management, training and development of staff.
- Provide accessible services and activities within its available resource.
- Foster good relations within the community and communicate with as many and as diverse a range of people as possible.