

Equalities Statement

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 that are under-represented, disadvantaged or excluded. The Council recognises that a 'Public Sector equality duty' is established by the Equality Act 2010 (S 149) and that it applies to Parish Councils.

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 2012 (S 4).

These are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion and belief
- Sex and sexual orientation

In particular, the Council will:

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

January 2012