**SOUTH WILLESBOROUGH AND NEWTOWN COMMUNITY COUNCIL**

**DRAFT EQUALITY AND DIVERSITY POLICY**

The aim of this policy is to communicate the commitment of South Willesborough and Newtown (hereafter SWAN) Community Council, its Members and Officers to meeting the Public Sector Equality Duty.

The Equality Duty applies to public bodies and others carrying out public functions. It supports good decision-making and the promotion of equality and diversity 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.

It is the Council’s policy to provide representation, information, facilities, services and employment to all irrespective of: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation

SWAN Community Councilis 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 are made objectively and without unlawful discrimination.

SWAN Community Councilrecognises that supporting and encouraging Equality is of primary importance. Its commitment is evident in a) one of its stated objectives, (agreed by Council in November 2019) to “Promote, within our community, activities which support the principles of inclusion, environmental sustainability and an ethical society” and b) with the inclusion of appropriate commitments and performance measures in its Community Plan.

SWAN Community Councilaims 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 prevents individuals or groups from realising their potential and contributing fully to the community to develop a culture that positively values diversity.

SWAN Community Councilwill challenge discrimination. It aims to provide equality and fairness to all in the community and expects all Members and Officers to be aware and understand the Equality Act 2010.

# Equality Commitments

**SWAN Community Council is committed to:**

* Promoting equality of opportunity for all persons.
* Promoting a good and harmonious environment in which all persons are treated with respect.
* Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation.
* 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.

# Implementation

All members of the Council and Council staff have responsibility for the effective implementation of this policy. In order to implement this policy, the Council will

* Communicate the policy to 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

# Monitoring and Review

SWAN Community Councilwill establish appropriate information and monitoring systems to assist the effective implementation of this policy.

The effectiveness of this policy will be reviewed through the Community Plan review process and action taken as necessary.

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