

# **CITY OF DURHAM PARISH COUNCIL EQUALITY AND DIVERSITY POLICY**

## **Commitment to Equality and Diversity**

The City of Durham Parish Council is committed to achieving equality of opportunity and valuing diversity in all aspects of its work. The Parish Council aims to provide services and activities which are accessible to as many people as possible whilst recognising the diversity of local need.

The Parish Council will work to tackle direct and indirect discrimination, to promote social inclusion and to actively encourage greater participation of underrepresented groups. This also includes fostering good relationships between different individuals and groups within the parish.

## **Purpose**

The purpose of this policy is to ensure that the City of Durham Parish Council complies with current legislation and with its own commitment to promote diversity and equality and to tackle discrimination in all its activities and services.

## **Scope**

This policy applies to council decision-making, services and activities (including participation in the democratic processes) community consultation and engagement, procurement and employment. (This list is not exhaustive).

## **Legal Position**

The Equality Act 2010 makes it unlawful to discriminate against an individual on the grounds of the following protected characteristics:

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

Through the Public Sector Equality Duty, the Act also requires public bodies including parish councils to have due regard to the need to:

- eliminate unlawful discrimination, harassment, victimisation and any other conducted prohibited by the Equality Act
- advance equality of opportunity between people who share a protected characteristic and people who do not share it
- foster good relations between people who share a protected characteristic and people who do not share it.

## **Policy**

1) The City of Durham Parish Council opposes all forms of unlawful and unfair discrimination whether it be direct or indirect discrimination, victimisation or harassment on the grounds of any of the protected characteristics defined in the Equality Act 2010. The Council is committed to the promotion and delivery of equal opportunities in the work place and in the delivery of services and all other activities undertaken by the Council.

2) The City of Durham Parish Council will publish and promote its equality policy so that all councillors, employees, contractors, service users and members of the public are aware of its commitment to equality.

3) The City of Durham Parish Council will strive for equality of access to all its services and activities and will consider the equality policy when commissioning, designing, delivering or evaluating services.

4) The City of Durham Parish Council will challenge any discrimination it recognises within the Parish Council and the wider community. It is the responsibility of each individual member of council and the Parish Clerk to challenge discrimination when it is encountered.

5) The City of Durham Parish Council is an equal opportunities employer. This means that decisions concerning recruitment, promotion, dismissal or any other aspect of employment will be based on the needs of the council and not any assumptions based on sex, race, age, disability, gender reassignment, sexual orientation, married or civil partnership status, pregnancy or maternity, religion or belief.

6) The City of Durham Parish Council will apply equality principles to work undertaken for the council by external contractors or with partners. Decisions to make grant funding and/or to support other organisations and events or work in partnership with any third party will be informed by the equality policy and practice of the organisations concerned.

7) The City of Durham Parish Council will acknowledge and, where possible, celebrate the diversity within the parish and will support the development of communities and assist them in challenging discrimination.

8) The City of Durham Parish Council will raise awareness and build capacity within the council about the equality considerations by including equality and diversity training in its induction training plans for staff and members. Refresher training will be provided when necessary.

**Date adopted:** May 2022

**Date to be reviewed:** May 2023