

# WEST LAVINGTON PARISH COUNCIL

## EQUALITIES AND INCLUSION

This is the Equalities and Inclusion Policy Statement of West Lavington Parish Council:

We will recognise and promote equality, diversity and human rights to ensure an inclusive approach in all that we do.

We recognise that everyone is different. The Council seeks to recognise and appreciate the value of diversity that exists in our community and society generally, aiming specifically to promote the inclusion of groups and individuals within our communities that are under-represented, disadvantaged or excluded.

Our Policy Statement above sits within our overall vision for the Council:

*To promote a better quality of life for all within the parish, strengthening communities through participation and by encouraging a sense of belonging and inclusion.*

The Council also acknowledges that the 'public sector equality duty' is established in the Equalities Act 2010 (S 149), and applies to parish councils.

The Council will work together with other organisations in the community and beyond to address issues such as rural and social isolation and socio-economic disadvantage. The Council will support and encourage opportunities for as many people as possible within the parish to be involved in their communities. The Council can also provide 'signposts' to other resources which provide advice or guidance on meeting the needs of people, including those with protected characteristics according to the Equality Act 2010 (S 4). These are:

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

In particular the Council will:

- foster good relations within and between communities and people;
- provide accessible services and activities within its available resources;
- talk to as many and as diverse a range of people as possible;
- consider equalities and inclusion when planning grant funding;
- ensure compliance with up-to-date legislation;
- promote fair employment practices in recruitment, selection, retention, management, training and development;
- seek to eliminate discrimination and harassment, victimisation and any other conduct that is prohibited by the Act;

Further advice and links to other sources of information is available from the Clerk to the Council.

Reviewed March 2024