

## ST PETERS PARISH COUNCIL

# EQUALITIES AND DIVERSITY POLICY

The Council aims are to:

### **1.0 Welcome and celebrate diversity**

- 1.1 Provide support for community activities which promote mutual understanding and community cohesion
- 1.2 Promote positive images of people from all sections of the community in Council publications
- 1.3 Use appropriate and effective consultation methods to enable people at risk of discrimination and exclusion to influence the Council's decision making, policy and practice
- 1.4 Work collaboratively with community based equalities groups and representatives in identifying needs, developing policy and overcoming barriers to services
- 1.5 Take action to promote and implement equality and opportunity

### **2.0 Provide high quality inclusive services and facilities**

- 2.1 Take appropriate steps to ensure as far as possible that all service users have equal and independent access
- 2.2 Provide clear information about our services in a variety of formats on request
- 2.3 Ensure physical/social barriers to accessing facilities and services are overcome
- 2.4 Involve users in the review and development of services
- 2.5 Develop protocols and other guidance which recognize and help meet specific needs of diverse groups and individuals
- 2.6 Act promptly and appropriately if we receive any complaints about the way we provide services

### **3.0 Ensure employment policies and practices are fair and equitable**

- 3.1 Ensure we select applicants for jobs solely on the basis of their relevant experience, qualifications and skills
- 3.2 Ensure that an individual's age, gender, sensory, physical impairment, emotional/mental distress and learning difficulty, faith, sexuality or ethnic origin is not a barrier to recruitment

### **4.0 Challenge harassment and discrimination in the wider community**

- 4.1 Provide community leadership in promoting tolerance, understanding and respect
- 4.2 Work closely with service providers, the police, other enforcement agencies and the community to take action to encourage reporting of harassment and discrimination
- 4.3 Deal robustly with any incidents of harassment or discrimination within the Council or its services