

**HIGHER KINNERTON COMMUNITY COUNCIL
EQUALITY AND DIVERSITY POLICY STATEMENT**

The aim of this policy is to communicate the commitment of the Community Council, its Members and Clerk to the promotion of equality and diversity in relation to Higher Kinnerton Community Council (HKCC)

It is the HKCC's policy to provide services and employment to all irrespective of:

- Gender, including gender reassignment
- Marital or civil partnership status
- Having or not having dependants
- Religious belief or political opinion
- Race (including colour, nationality, ethnic or national origins)
- Disability
- Sexual orientation
- Age

HKCC is 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. Decisions about recruitment and selection of staff will be made objectively and without unlawful discrimination.

HKCC recognises that the provision of equal opportunities in the community is good practice. This equal opportunities policy will help all those who are Council Members or work for the Council to develop sound and effective policies that impact on the village and surrounding areas.

HKCC aims to create a culture that respects and values each others' differences, that promotes dignity, equality and diversity.

HKCC will challenge discrimination. It aims to provide equality and fairness to all in the community irrespective of gender, marital status, race, ethnic origin, religion or belief, disability, sexual orientation, gender reassignment or age.

Implementation

The Chairman and the Clerk have specific responsibility for the effective implementation of this policy. In order to implement this policy they shall:

- Communicate the policy to Members and members of the public as necessary
- Incorporate equal opportunities into general practices
- Ensure that other persons or organisations will comply as far as practicable with the policy in their dealings with the Council

Monitoring and Review

The effectiveness of our equal opportunities policy will be reviewed at least annually, and action taken as necessary.

This policy is fully supported by all Members of HKCC and has been approved at its meeting on 8th May 2019

Signed: Dated:
Chairman of Higher Kinnerton Community Council

Signed: Dated:
Clerk to Higher Kinnerton Community Council