

## **OTTERBOURNE PARISH COUNCIL EQUALITY AND DIVERSITY POLICY**

Otterbourne Parish Council is committed to the promotion of equal opportunities in its role as an employer and in its role with responsibility for the provision of services within the community.

The Council recognises and values the diversity of the local community and believes that equality is central to the provision of modern quality services.

The council's priorities are:

- seek to make the parish a welcoming place for everyone
- seek to make sure relevant services are accessible to all
- seek to provide fair treatment that meets individual needs
- seek to encourage a diverse council body and workforce.

When we make decisions, the Equality Act 2010 gives us a duty to take into account the need to:

- eliminate discrimination, harassment and victimisation
- advance equality of opportunity
- foster good relations between different parts of the community

The Equality Act protects people against discrimination on the grounds of protected characteristics, of which there are nine:

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

We are required to consider all individuals in their day to day work, in shaping policy and in providing services. This is in line with the Public Sector Equality Duty (PSED) introduced by the Equality Act 2010.

**Adopted: Otterbourne Parish Council meeting 16 May 2023**