



Equalities Policy

This equalities policy sets out Moretonhampstead Parish Council's vision and commitment to ensure equality of access and opportunities for our residents. In serving our community, we aim to improve the quality of life of all residents and users.

Moretonhampstead Parish Council accepts that discrimination is a major barrier to a fair and just society. We are guided by the reality that there are people who are prevented from taking part fully in the life of our community. The reasons for their unfair treatment and exclusion may be related to their age, disability, ethnic background and skin colour, faith, gender, health, language, social and economic background, or their sexual orientation. Moretonhampstead Parish Council recognises that discrimination affects people in complex ways. We are committed to challenging all forms of inequalities.

Our vision

Moretonhampstead Parish Council is committed to improving the quality of life and wider participation for all in the economic, educational, cultural, social and community life of the parish.

Our equalities policy is guided by the following principles:

- All residents, service users, service providers and employers in the community have a responsibility to promote equalities and challenge discrimination and stereotyping
- All residents and service users are able to participate fully in the life of the community
- Every resident and service user has equal access to high quality services that meet their needs. We recognise that there are some people who may need support in receiving this entitlement.
- Every resident, service user and employee is entitled to a safe environment free from discrimination and harassment
- Every employee is entitled to training and development and fair opportunities promotion
- All residents, service users and employees in the community are encouraged to make their contribution to improving our services

Our Equalities Commitments

Promoting equalities is about putting principles into practices.

These are our commitments to all service users and staff.

Moretonhampstead Parish Council Serving its Community

The Council is a provider of services to residents. We have a key role to provide relevant and accessible services that meet the needs of our community. We aim to ensure that high standards of quality and equality are always maintained. We aim to provide access to all.

Every service user:-

- Has the right to receive appropriate, accessible services that are free from discrimination, harassment and victimisation
- Has the right to be treated with respect and provided with accurate and up to date information about the Council's services
- Should feel enabled to access Council services and not feel excluded because of their age, disability, ethnic background and skin colour, faith, gender, health, language, social and economic background, or sexual orientation
- Has the right to be consulted on the way the Council plans and delivers its services
- has the right to give and receive feedback or raise complaints about services through clear and easy to use complaints procedures



- Should feel able to contribute to the Council's decision making process.

Moretonhampstead as an Equal Opportunities Employer

Moretonhampstead Parish Council as an employer in the parish has a key role to play in tackling inequalities and discrimination. We aim to ensure equalities underpin all aspects of employment policy and practice. We recognise that promoting equalities also makes good business sense.

We aim to:-

- Be an equal opportunities employer committed to a policy of equal access to employment opportunities, training and development
- Recruit and retain a workforce that reflects the expertise and diversity of our community and ensure that recruitment and selection procedures are in place to attract the best applicants to Moretonhampstead
- Support staff in increasing their understanding of equalities issues through regular staff development programmes
- Create a safe working environment where any form of discrimination and harassment is dealt with quickly, appropriately and effectively, and where staff feel supported in challenging discrimination and harassment
- Promote and further develop work-life balance policies to ensure that we maximise employment opportunities for all

Our responsibilities

Within the Council, all elected representatives and staff have a part to play in challenging discrimination and implementing this policy.

Councillors are responsible for promoting the equalities agenda and ensuring that adequate resources are made available.

The Clerk is responsible for the overall management and strategic direction of the equalities agenda.

Everyone has a responsibility for promoting and delivering equalities in the workplace and in serving the community.

Relevant legislation

Moretonhampstead Parish Council will implement its equalities policy in accordance with the current legislation governing local authorities and the associated codes of practice.

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