

**HOLYMOORSIDE & WALTON PARISH COUNCIL
EQUALITY PUBLIC DUTIES STATEMENT 2007**

Introduction

As a parish council, Holymoorside & Walton is moving away from the traditional way of dealing with equal opportunity, which tended to look at each of the equality strands separately. We have tended for example, to look at disability, gender and race equality as separate issues, whereas in fact, they are strands of the same issue, namely equal opportunity.

We have come to the view that discrimination is a generic issue which should be tackled in whatever form it shows itself, whether it is on the basis of a person's age, gender, race or ethnicity, religion (or no belief at all) or sexuality.

For this reason, we have developed a single equality statement which will help us to meet our duties as a public body to promote equality of opportunity for all and in everything we do, tackle discrimination in general, and work to build a cohesive parish in which everyone feels valued and part of the community in which they live.

Objectives

Using the Equality Statement, our objectives are to:

- A) Promote equality of opportunity for people with disabilities, for men and women, for people of different racial and ethnic backgrounds, for older people as well as young people, for people of different religion and those who are of no religion and for lesbians, gay men, bisexuals and those who are transgender.
- B) Eliminate discrimination that is unlawful.
- C) Encourage and involve all sections of the community, whether they be ethnic/racial groups; people with disabilities; men or women; religious/belief communities; lesbian, gay, bisexual, transgender people; young and older people, in public life, and in consultation and decisions on matters that may affect their lives;
- D) Eliminate harassment whether based on a disability, a person's gender; sexual orientation; race, ethnicity; age or religion.

- E) Promote positive attitudes towards all people and groups.
- F) Promote good relations and social cohesion between and among all people living or working in the parish.

Features of the Equality Statement

The Statement is built around the general as well as the specific duties around the seven strands of equality currently recognised and covered by United Kingdom legislation. These include Age, Disability, Gender, Race and Ethnicity, Equal Pay, Religion/Faith, and Sexuality.

Commitment

The parish council is fully committed to implementing this Equality Statement and any future policies, in line with current legislation and good practice and will actively seek to eliminate unlawful discrimination and harassment. They will have due regard of the scheme whilst discussing or carrying out any of their legal duties and requirements. Where staff vacancies occur, applications are invited from all members of the community.

Gender/age/disability/race/faith or sexuality plays no part in the short listing and interview process. Promotion and pay progression is dependent solely upon performance. All members of staff have a right to professional development.

Review

The parish council will review this statement in three years or when legislation dictates otherwise.

Adopted 4th September 2007