

# Shawbury Parish Council

## Equality & Diversity Policy

### 1. Background

The Public Sector Equality Duty came into force in 2011 and stems from the Equality Act 2010. The Duty applies to public bodies and others carrying out public functions. It is recognised as supporting good decision making by ensuring that public bodies consider the effect of their decisions and actions on different groups and individuals within the community. Consequently, it helps the Council to deliver policies and services which are accessible to all and meet the needs of a diverse range of people within the community.

### 2. Policy Statements

#### 1. Overarching Declaration

Shawbury Parish Council will provide representation, information, facilities, services and opportunities for employment to all irrespective of:

- Gender, including gender reassignment
- Marital or civil partnership status
- Religious belief or political opinion
- Race (including colour, nationality, ethnic or national origins)
- Disability
- Sexual orientation
- Age

#### 2. Decision Making

The Council opposes all forms of discrimination and will not discriminate on any of the above grounds. The Council will ensure that all its decisions are made objectively and without discrimination. Where required, the Clerk will provide advice or guidance to members to ensure that their decisions comply with the requirements of the Duty.

#### 3. Policies

When developing or reviewing policies, the Council will ensure that they will impact fairly on all members of the local community.

#### 4. Culture

The Council will strive to create a culture where differences are respected and valued, thereby promoting dignity and equality. It will aim to prevent barriers, bias or discrimination that can prevent individuals or groups from contributing fully to the community.

#### 5. Awareness of Legislation

The Council will challenge discrimination and will aim to treat all in the community with equality and fairness to all in the community. All members and officers are expected to be aware of, and understand, the Equality Act 2010.

### 3. Equality Commitments

The Council is committed to:

- Promoting equality of opportunity for all
- Promoting an environment in which all persons are treated with respect.
- Preventing direct and indirect discrimination and harassment
- Fulfilling its legal obligations under equality legislation and codes of practice.
- Complying with its own equality policy.
- Taking affirmative and positive action, including legal action if appropriate

### 4. How the Policy will be Implemented:

- Communicate the policy to councillors and staff
- Incorporate the aims of this policy into the Council's general practices
- Ensure that those who deal with the Council also comply with the policy in respect of their work for, or with, the Council.

### 5. Monitoring and Review

The effectiveness this policy will be reviewed annually, and action taken as necessary. Any failures to comply with the policy will be reported to members at the next Full Council meeting.

<b>Approved by Council</b>	February 2026
<b>Reviewed</b>	Annually
<b>Next Review Date</b>	May 2026