

# **St Stephen by Launceston Rural Parish Council**

## **Equality, Diversion and Inclusion Policy July 2023**

St Stephen by Launceston Rural Parish Council is committed to meeting the Public Sector Equality Duty of 5 April 2011. The Equality Duty applies to public bodies and others carrying out public functions.

The Equality Act came into force from October 2010 and brings together all legal requirements on equality. Under the Act everyone has the right to be treated respectfully and fairly at work or when using a service. It protects people from discrimination on the basis of certain characteristics, known as “protected characteristics”.

Protected characteristics are:

- Gender including gender reassignment
- Marital or civil partnership status
- Pregnancy or maternity
- Religious or political belief, including no religious or political belief
- Race including colour, nationality, ethnic and national origins
- Disability
- Sexual orientation
- Age

St Stephen by Launceston Rural Parish Council is committed to opposing all forms of unlawful and unfair discrimination. It supports council members to develop sound and effective policies which will affect their community and beyond in the most equitable way. It creates a culture of respect and value for each other’s differences, promoting dignity, equality, diversity and inclusion. It is committed to promoting a council which treats all with respect and which will challenge unlawful discrimination, harassment and victimisation. It is committed to carrying out its functions within the legal framework of the land and adhering to the Nolan Principles.

Any person has the right to pursue complaints of discrimination under the Equality Act 2010.

The Parish Clerk will ensure that all councillors are fully aware of their legal responsibilities under the Equality Act 2010.

The Parish Clerk is available to receive complaints and inform council accordingly, formally recording complaints and advising on necessary action.