

# **WALTON COMMUNITY COUNCIL**

## **Equality Policy**

### **Council's commitment.**

Walton Community Council will provide equality of access through good practices; and actively promote fair treatment and opportunity, regardless of a person's age, disability, gender reassignment, pregnancy and maternity, race, religion and belief, gender, and /or sexual orientation. Our equality aim is to ensure that no member of the public or employee is disadvantaged by our actions. We will ensure that our policies and procedures are compliant with any forthcoming legislation; Codes of Practice and guidance published by national equalities bodies and Commissions.

### **Policy Objectives.**

The council will achieve its aim through the following objectives:

1. Eliminating discrimination within the council's area by having due regard to equality in all its significant and relevant decisions.
2. Providing equality of access to the council's services by having regular access audits.
3. Providing fair employment and equal pay by strengthening our policies and practices: recruitment and selection; training conditions of service; and professional development and grievances.
4. Ensure all local people are encouraged to participate by ensuring all sections of the community are part of our engagement.

### **Responsibilities**

Walton Community Council seeks to eliminate discrimination both in the workplace and within the whole community and will develop council's services so they are provided in fair and equitable manner. The following are specific responsibilities:

- All Councillors should have due regard to the elimination of discrimination, the advancing equal opportunities and the fostering of good community relations in all their work, decisions and reviews
- All employees working for the council will work to achieve the objectives outline in this policy and develop appropriate procedures and plans.

Everyone associated with the council; council employees and people who work for the council (whether volunteers, temporary staff or working for a partner) will conduct themselves in a manner that maintains the council's reputation on equalities and accessibility while carrying out a council function and at other times when their actions could reflect on the council's reputation.

### **Review.**

Walton Community Council, will review this policy on at least a four year basis and produce an annual equality report informing local people what it is doing to meet its objectives.

### **Background.**

The Equality Act was introduced on 1st October 2010. It brings together over a hundred separate pieces of legislation, providing a legal framework to protect the rights of individuals and advance equality of opportunity for all.

The nine main pieces of legislation that have been merged are:

Equal Pay Act 1970

Sex Discrimination Act 1975

Race Relations Act 1976

Disability Discrimination Act 1995

The Employment Equality (Religion or Belief) Regulations 2003

The Employment Equality (Sexual Orientation) Regulations 2003

The Employment Equality (Age) Regulations 2006

The Equality Act 2006, Part 2

The Equality Act (Sexual Orientation) Regulations 2007

The Seven Principles of Public Life, known as the Nolan Principles, were defined by the Committee for Standards in Public Life:

They are:

- **Selflessness** Holders of public office should act solely in terms of the public interest. They should not do so in order to gain financial or other benefits for themselves, their family or their friends.
- **Integrity** Holders of public office should not place themselves under any financial or other obligation to outside individuals or organisations that might seek to influence them in the performance of their official duties.
- **Objectivity** In carrying out public business, including making public appointments, awarding contracts, or recommending individuals for rewards and benefits, holders of public office should make choices on merit.
- **Accountability** Holders of public office are accountable for their decisions and actions to the public and must submit themselves to whatever scrutiny is appropriate to their office.
- **Openness** Holders of public office should be as open as possible about all the decisions and actions that they take. They should give reasons for their decisions and restrict information only when the wider public interest clearly demands it.
- **Honesty** Holders of public office have a duty to declare any private interests relating to their public duties and to take steps to resolve any conflicts arising in a way that protects the public interest.
- **Leadership** Holders of public office should promote and support these principles by leadership and example.