

LUBBESTHORPE PARISH COUNCIL

Equality Policy

Vision Statement

Lubbesthorpe Parish Council is committed to promoting equal opportunities in accordance with the Equal Opportunities Act 2010. The Council values diversity and encourages fairness and justice. The Council will combat discrimination throughout the organisation and will use its position of, wherever possible, to help overcome discriminatory barriers.

In seeking to achieve this vision, the Council will strive to:

- Encourage equality of opportunity for all the people and actively promote good relations.

Eliminate any conditions, procedures and individual behaviour that can lead to discrimination even where there was no intent to discriminate, with particular regard to: Race; Gender; Disability; Sexuality; Gender Reassignment; Age; Religion and Belief

- Offer services fairly to all people, ensuring that anyone in contact with the Council is treated with respect, making provision for those groups within the community whose needs and expectations are less well met.
- Comply with all legislation dealing with discrimination and the promotion of equality, following the codes of practice issued to support this legislation. Dealing with discrimination and the promotion of equality, following the codes of practice issued to support this legislation.
- Ensure mechanisms are in place for responding to complaints of discrimination and harassment from employees and the public.
- Encourage disadvantaged groups and individuals to participate in the community.
- Make this policy known to all Councillors, employees, job applicants, local residents and partner organisations.
- Operate procurement practices and partnership arrangements that ensure others commissioned to provide services for the Council to have similar policies that cover equal opportunities.
- Periodically review the Equal Opportunities policy.

Supporting Guidelines

The Equal Opportunities Policy is reinforced by guidelines specifically relation to accessibility and the Council's role as an employer.

Equal Opportunities – Accessibility Guidelines

Lubbesthorpe Parish Council exists to maximise the wellbeing of the people of Lubbesthorpe. In pursuing this aim, it will strive for a just society which gives everyone equality.

Vision Statement

The Council's services must be accessible to and appropriate for all the members of the community who might wish or need to use them.

In seeking to achieve this vision, the Council will strive to:

- Facilitate physical access into the buildings it controls.
- Monitor and evaluate accessibility in order to make improvements. In particular using consultation to understand the needs and expectations of service users, potential users and the workplace.
- Use communication methods that are appropriate and sensitive.
- Publicise the variety of ways in which services can be accessed.
- Improve the accessibility of employment arrangements or physical features of the workplace to meet the needs of staff and applicants with disabilities or other needs.
- Work with partner organisations and agencies delivering services on behalf of the Council, to enhance access to services across the borough.
- Explore multi-channel access to information and services that extends choice and convenience to our customers.

Employment training and organisational development

Lubbesthorpe Parish Council is committed to ensuring that all its employment policies, procedures, guidelines and circulars will reflect and reinforce the Council's commitment to equality.

The Council will through its policies and training seek to create a:

- Prejudice-free and supportive working environment.
- Workforce which reflects the diversity of the local population,