



EQUALITY POLICY

Adopted by Council at the Annual Meeting of Council on
16th May 2023

Campbell Park Community Council will provide equality of access through good practices; and actively promote fair treatment and opportunity, regardless of a person's Age, Disability, Sex Reassignment, Pregnancy and Maternity, Marriage and Civil Partnership, Race, Religion or Belief, Sex, Sexual Orientation, Deprived / Socio Economic Disadvantage Groups

Our equality aim is: to engage, think, plan and act to ensure accessibility and equality for everyone, every day.

The Community Council will provide annual equality training/updates for councillors and staff.

1 Policy Objectives

The Community Council will achieve its aim through the following objectives:

- 1.1 Eliminating discrimination within the Parish by having due regard to equality in all decisions.
- 1.2 Providing equality of access to the Community Council's services by having regular access audits.
- 1.3 Providing fair employment and equal pay by strengthening our policies and practices: recruitment and selection; training conditions of service; and professional development and grievances.
- 1.4 Ensure all local people are encouraged to participate by ensuring all sections of the community are part of our engagement.

2. Responsibilities

Campbell Park Community Council seeks to eliminate discrimination both in the workplace and within the whole community and will develop Community Council services so they are provided in a fair and equitable manner.

The following are specific responsibilities:

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

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

The Community Council will provide annual equality training/updates for councillors and officers.

3. Review

Campbell Park Community Council will review this policy on an annual basis and produce an annual equality report informing local people what it is doing to meet its objectives.