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Marshfield Community Council Equality and Diversity Policy

Introduction

Marshfield Community Council (MCC) is committed to treating all people equally and with respect irrespective of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

The Equality Act 2010 applies to the council and includes a general duty to take steps to eliminate discrimination, harassment and victimisation, advance equal opportunities for all and good relations between all individuals.

Definitions ~ Equality is defined as ***Treating people according to their needs.***

 Diversity is defined as ***The way in which we all differ***

Aims of the Policy

* MCC aims to create a safe and welcoming atmosphere for everyone.
* To organise activities, services and decision making processes specifically to encourage and support participation from people who face disadvantage in society, including women, BME people, disabled people, LGBTQ1A+ people, and people on low incomes.
* To create a productive environment, representative of and responsive to different cultures and groups, where everyone has an equal opportunity to contribute to the council’s objectives
* To ensure that all members, employees, and members of the public are treated fairly and with respect at all stages of their communication with the council.
* All members and employees have an equal chance to contribute and to achieve their potential, irrespective of any defining feature that may give rise to unfair discrimination.
* To provide excellent, accessible services that meet the needs of all our residents.

Protected characteristics

Marshfield Community Council is committed to helping ensure that people of all protected characteristics can participate fully in our community as equal citizens. The nine protected characteristics are:-

* age
* disability
* gender reassignment
* marriage and civil partnership
* pregnancy and maternity
* race
* religion and belief
* sex
* sexual orientation

Equality and Diversity Statement

* MCC recognises that Marshfield and Castleton is a diverse community and values and celebrates the diversity that exists.
* As a council we want to ensure that everyone can fully participate in the social, cultural, political and economic life of the village.
* MCC opposes all forms of discrimination on the grounds of race, gender, sexual orientation, age, religion and disability.
* MCC recognise that discrimination creates barriers to achieving equality for all people.
* MCC are committed to working with our community to develop and deliver high quality services that meet the needs of everyone in the villages.
* MCC want to work in an active partnership with the community to create a successful village with a good quality of life for all its residents.
* Ensure that plans and policies do not negatively discriminate against particular groups.
* Make sure all residents and community groups are aware of this Equality and Diversity Policy.
* Publicise this Equality and Diversity Policy widely and positively.
* Ensure that the work of MCC is relevant to the people of Marshfield and Castleton and takes into account different needs.
* Provide information about the council that is clear, accurate and accessible to all.
* Respond seriously to, and investigate complaints of, bullying, harassment, victimisation or discrimination,
* Councillors will promote the council’s commitment to equality and ensure adequate resources are made available.
* All councillors and employees will ensure that they are aware of this policy and take responsibility to promote equality and challenge discrimination.
* Make opportunities for training, development and progress available to all councillors who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximize the efficiency of the council.

Version i. November 2023