

## Wingerworth Parish Council – Equality

### 1. Introduction

Wingerworth Parish Council is strongly committed to the elimination of discrimination and the promotion of equality in employment and service delivery. The Council's Equity Statement is an expression of this commitment.

### 2. The Statement

The Council's Equality Statement is an expression of its commitment to the principle that no-one shall be discriminated against on the basis of race, religion, culture, ethnic origin, nationality, age, gender, sexual orientation, disability or marital status other than where such discrimination is for expressly and publicly stated reasons that are deemed necessary and in keeping with prevailing legislation.

### 3. Core Values

The Statement is underpinned with five core values which all Members, staff and volunteers are expected to adhere to and promote. These core values are:

Equality           to recognition that everyone is of equal value and should be respected according to individual needs and abilities.

Equity             to be fair, reasonable and just in all Council affairs and activities.

Empowerment    to individuals take on responsibility so that they can influence and participate in the decision making process.

Accessibility     to provide equal access for all in employment and service delivery.

Quality           to obtain the highest standards in service delivery.

### 4. Aims

The Council aims to adhere to its Equality Statement and work to the core values by:

- Eliminating discrimination, either direct or indirect, and all forms of harassment;
- Ensuring that individuals are treated equally with respect to their specific needs;
- Establishing good practice in service delivery and employment;
- Adopting a consistent approach to working practices and conditions;
- Providing public information in a way that best meets the needs of the person requesting it at as low a fee as possible given the need to cover the Council's costs;
- Encouraging the active participation of communities and groups in the development and application of the Council's planning processes and its policies and practices;
- Raising the awareness and importance of the Statement with Members, staff and volunteers;
- Proclaiming the Council's commitment to equality.

## 5. Practice

It is the responsibility of Members, staff and volunteers of the Council as well as everyone working in partnership with the Council to adhere to the Equality Statement, to observe the core values and to work towards realising the aims associated with the Statement.