**Foxley Parish Council Equality Policy**

The Equality Act 2010 applies to all organisations that provide a service to the public or a section of the public.

 **1. Council’s commitment**

Foxley Parish Council aims to ensure that its services and activities meet the varied needs and expectations of the local people and that everyone has equal access to all services regardless of age, gender, sex and sexual orientation, disability, marital status, ethnicity, religious belief or any other individual characteristics which may limit a person’s opportunity in life.

 The Council will endeavour to:

• Eliminate discrimination, harassment and victimisation

• Advance equality of opportunity between people who share a characteristic and those who do not • Foster good relations between people who share a characteristic and those who do not.

 In order to promote equality of access to services the Council will aim to ensure the following:

 • The services provided are in response to the needs of the whole community

• The Council will monitor views and take into account parishioner views

• The information on services and activities is widely available to ensure maximum awareness of provisions

 • That in advertising and publicity the Council will be presented as an authority committed to promoting equality of access to employment and services

 **2. Monitoring**

 The Parish Clerk will endeavour to monitor the service delivered on the basis of age, gender, sex and sexual orientation, disability, marital status, ethnicity, religious belief or any other individual characteristics to ensure that they act fairly and without discrimination.

 **3. Employment**

 It is the policy of Foxley Parish Council to afford equal treatment to all its employees and prospective employees. The aim is to ensure that no job applicant or employee receives less favourable treatment on the grounds of race, colour, nationality, sex or sexual orientation, marital status, physical or other handicap.

Adopted ………………21st January 2021

To be reviewed……………2023