



## **NORTH WEALD BASSETT PARISH COUNCIL**

### **EQUALITY POLICY**

North Weald Bassett Parish Council recognise the fact that many individuals and communities experience unlawful and unfair discrimination on the grounds of their age, disability, gender, marriage and civil partnership, gender re-assignment, race, religion or belief, sex and sexual orientation. We believe that equality for all is a basic human right and actively oppose all forms of unlawful and unfair discrimination.

Our vision for equality is to ensure that fairness is part of everything we do:

- ensuring that equality is at the heart of our thinking
- consulting and engaging with our communities
- identifying, and where possible addressing the root causes of disadvantage and discrimination
- embedding equalities in all we do and make it part of our business as usual practice
- recruiting and retaining a diverse workforce that reflects the communities we serve and we will ensure our people feel valued and respected
- promoting good relations between different groups and communities

For our policy to be successful, it is essential that everyone in this Council is committed to, and involved in its delivery. Our goal is to work towards a just society, which is free from discrimination, harassment and prejudice.

We aim to embed this in all our policies, procedures, day-to-day practices and external relationships.