Castle Bromwich Parish Council
Council Office, Arden Hall, Water Orton Road,
Castle Bromwich, Solihull, B36 9PB
0121 747 6503
counciloffice@castlebromwichpc.gov.uk
www.castlebromwichpc.gov.uk

Equality and Diversity Policy

Status	Date
Date presented	28/02/2024
Date adopted	28/02/2024 C24-027b
Dare re-approved	27/05/2026 C26-075b
Date of review	May 2028

The aim of this policy is to communicate the commitment of Castle Bromwich Parish Council, its Councillors and staff to meeting the Public Sector Equality Duty.

The Equality Duty applies to public bodies and others carrying out public functions. It supports good decision-making by ensuring public bodies consider how different people will be affected by their activities, helping them to deliver policies, representation and services, which are efficient and effective, accessible to all and which meet different people's needs.

1. Policy Statement
   It is Castle Bromwich Parish Council's policy to provide representation, information, facilities, services and employment to all residents irrespective of:
   • Gender
   • Marital or civil partnership status
   • Having just had a baby or being pregnant
   • Having or not having dependants
   • Religious belief or political opinion
   • Country of origin
   • Length of residence in the parish
   • Race (including colour, nationality, ethnic or national origins)
   • Disability
   • Sexual orientation
   • Age

   Castle Bromwich Parish is opposed to all forms of unlawful and unfair discrimination. All people and employees will be treated fairly and will not be discriminated against on any of the above grounds. All decisions will be made objectively and without unlawful discrimination.

   Castle Bromwich Parish recognises that supporting Equality is of primary importance. This policy will help all those who are Councillors or who work for the Council to develop sound and effective policies that impact on the town, community and surrounding areas.

   Castle Bromwich Parish aims to create a culture that respects and values each other's differences and that promotes dignity, equality and diversity. The Council aims to remove

barriers, bias or discrimination that prevent individuals or groups from realising their potential and contributing fully to the community to develop a culture that positively values diversity.

Castle Bromwich Parish will challenge discrimination. The Council aims to provide equality and fairness to all in the community and expects all Councillors and staff to be aware of and understand the Equality Act 2010.

2. Equality Commitments
   Castle Bromwich Parish is committed to:
   • Promoting equality of opportunity for all persons.
   • Promoting a positive and harmonious environment in which all persons are treated with respect.
   • Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation.
   • Fulfilling the Council's legal obligations under equality legislation and associated codes of practice.
   • Complying with the Council's Equality and Diversity Policy.
   • Taking lawful affirmative and positive action where appropriate.

3. Implementation
   In order to implement this Policy, the Clerk will:
   • Communicate the policy to all Councillors and staff
   • Communicate the policy to residents via the website
   • Incorporate the principles contained in this Policy into general practices
   • Make this policy accessible in hard copy for those who are unable to access the website

4. Monitoring & Review
   The effectiveness of this Equality and Diversity Policy will be reviewed annually, and action taken as necessary. In addition to the Council's internal complaints procedures, any person has the right to pursue complaints of discrimination under the Equality Act 2010.