

XX Community Council Equalities Statement

Equalities Statement who signs this? when and how often? Should it be included at 5.1 in Standing Orders?

XX Community Council is committed to implementing and promoting equal opportunity for all and in all of its activities whether by way of membership, volunteering or participation. Our Community Council is committed to:

- the prevention of unlawful and unfair discrimination, harassment or victimisation on the grounds of age, race, sex, disability, sexual orientation, religion or belief, gender reassignment/ trans/ transgender identity (gender reassignment mentioned, depending on where one looks there are countless genders, if you generalise this statement it will not require updating in the future or upset anyone?), marriage or civil partnership, or pregnancy or maternity;
- advancing equality of opportunity and seeking to improve the diversity and make up of its members; We would suggest that this should be 'in line with local demographics'
- generally raising local awareness of equality and diversity; change to 'raise awareness of equality and diversity issues'

disadvantages suffered by people due to their **protected characteristics** Equalities Statement, uses terms neither myself or the Chair understand - 'protected characteristics' and 'protected groups'. As far as we are concerned every person is treated with the respect they are entitled to, if some people have special needs then these will be acted upon in full. what does this mean (definition required? Will be removed or minimised in order to create an environment in which individual differences and the contributions of all members refers to 'staff' – should be individuals/people?

- are recognised and valued;
- taking steps to meet the needs of people from **protected groups** what are protected groups – definition required? where these are different from the needs of other people;
- taking a zero tolerance approach to intimidation, bullying, victimisation or harassment; and
- promoting dignity and respect for all.

Signed: (by an office
bearer)

Dated: