

## **MALTON AND NORTON AREA PARTNERSHIP**

### **EQUALITY & DIVERSITY POLICY**

#### **Aims**

The aim of this policy is to communicate the commitment of Malton and Norton Area Partnership to meeting the Public Sector Equality Duty, which came into force on 5 April 2011. The Equality Duty good decision making by ensuring organisations 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.

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#### **1. Policy Statement**

It is Malton and Norton Area Partnership'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
- Region of origin
- Length of residence in the town
- Race (including colour, nationality, ethnic or national origins)
- Disability
- Sexual orientation
- Age

Malton and Norton Area Partnership 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.

Malton and Norton Area Partnership recognises that supporting equality is of primary importance. This policy will help all those who are Partnership Members or work for the Partnership to develop sound and effective policies that impact on the town, community and surrounding areas.

Malton and Norton Area Partnership aims to create a culture that respects and values each others' differences, that promotes dignity, equality and diversity. The Partnership aims to remove barriers, bias or discrimination that prevent individuals or groups from realising their potential and contributing fully to the community, and to develop a culture that positively values diversity.

Malton and Norton Area Partnership will challenge discrimination. The Partnership aims to provide equality and fairness to all in the community and expects all Members and Officers to be aware of and understand the Equality Act 2010.

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## **2. Equality Commitments**

Malton and Norton Area Partnership 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 Partnership's legal obligations under equality legislation and associated codes of practice.
  - Complying with the Partnership's own equal opportunities policy and associated policies.
  - Taking lawful affirmative and positive action where appropriate.
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## **3. Implementation**

The Partnership's Executive has specific responsibility for the effective implementation of this policy. In order to implement this policy they will:

- Communicate the policy to members of the public.
  - Incorporate equal opportunities into general practices.
  - Ensure that other persons or organisations will comply with the policy in their dealings with the Partnership.
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#### **4. Monitoring & Review**

Malton and Norton Area Partnership will establish appropriate information and monitoring systems to assist the effective implementation of the Partnership's equal opportunities policy.

The effectiveness of the equal opportunities policy will be reviewed regularly and action taken as necessary.

In addition to the Partnership's internal procedures, any person has the right to pursue complaints of discrimination under the Equality Act 2010.

**Adopted by Malton and Norton Area Partnership 10<sup>th</sup> January 2026**