



### ***Equality Policy Statement: Definition***

At its most fundamental equality means each of us are equal value and equal importance, meaning in turn that we are all equally worthy of concern and respect.

The 2000-2006 Plan reconfirms a core value of the Partnership's work as being to build an "Equality Dimension" as an integral element of our strategies. With the aim of localising equality projects BAP will establish its expertise as an equality authority for the benefit of all Partnership stakeholders.

In this the Partnership recognises that equality is achieved through a multi-layered approach: through legislation outlawing discrimination in terms of access, participation and outcomes; by challenging existing structures and practices and, most importantly perhaps, by changing attitudes to ensure the recognition and the celebration of diversity.

### ***Equality Policy Statement: Strategy***

The Partnership also recognises that equality does not just happen. Equality is achieved as a result of action. This means placing equality considerations at the centre of decision making in policy design and planning implementation, review, outputs and impact indicators across all aspects of the Partnership's work. To this end each of the Plan Implementation Boards will work with Partnership staff and Board to ensure that equality considerations underpin their work plans. This will be tailored to the specific requirements and work plans of each PIB to maximise their effectiveness and ensure that the Partnership produces an integrated response to advance its equality agenda.

### ***Equality Policy Statement: Equality Proofing***

Current equality legislation, outlaws discriminate under the following nine grounds: gender, marital status, family status, sexual orientation, age, disability, race, membership of the Travelling community, or religious belief.

The Partnership aims to promote equality that goes beyond this legislation. BAP undertakes to promote a multi ground approach to equality proofing with a specific commitment to combating discrimination under the grounds of: gender, martial or family status, disability, race, skin colour, ethnic or national origin

including membership of the Travelling community, sexual orientation, age, economic status, political or religious beliefs, trades union membership, anti-body status or reasonability for dependents.

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