

Shincliffe Parish Council
Equality and Diversity Policy

We will consider any request for this policy to be available in an alternative format. Please contact the Parish Clerk:

1. Introduction

Shincliffe Parish Council is committed to meeting the needs of the community we serve. This involves recognising and valuing the diversity of our community, acting fairly, openly and with respect to the rights of others. We aim to ensure that no-one is unfairly disadvantaged on the grounds of age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

2. Scope of the Policy

The policy applies to all staff, councillors and members of the public in their dealings with Parish Council business.

The policy applies to all stages of employment, including recruitment and the selection, promotion and training of paid and voluntary members of the Parish Council

3. Legislation

This policy aims to ensure that the Council meets its obligations under equality legislation and also emphasises our commitment to treating people fairly.

We are strongly opposed to any form of discrimination on the grounds of age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation (defined as Protected Characteristics in the 2010 Equality Act).

4. Responsibilities

All members of the Council and those who work with the Council have a duty to be aware of equality legislation and to demonstrate their commitment to treating each other, and members of the public, with respect.

All members of the Council have a responsibility to identify and take reasonable steps to address any barriers faced by particular groups in accessing or participating in the workings of the Parish Council.

Discrimination, potential discrimination, harassment and offensive behaviour based on age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation will not be tolerated by the Council. Councillors, staff, and members of the public, should report any such Parish Council incidents, whether personally experienced or witnessed, to the Parish Clerk or the Chair of the Parish Council. All reported incidents will be addressed through the Parish Council Complaints Policy.

The Council have a duty to publicise and promote this policy within the community.

5. Monitoring and Review

This policy will be monitored to assess its effectiveness and to identify any areas for improvement. The Parish Council will review this policy annually to ensure that it remains up to date with legislation and fit for purpose.

6. Further information on Equality and the Equality Act 2010

www.equalityhumanrights.com

Adopted - 19th July 2016

Last Reviewed – June 2018

To be reviewed - May 2025

To be reviewed – 23rd May 2019