

Headon-cum-Upton, Grove, and Stokeham Parish Council

Equality and Diversity Policy

Headon-cum-Upton, Grove & Stokeham Parish Council recognises that supporting equality is of primary importance. This policy will help Councillors and employees of the Council to develop sound and effective policies that impact on the local community, whilst ensuring that the Council meets its duty under the Equality Act 2010.

We recognise and value people's differences and will assist them to use their talents to reach their full potential. We will ensure that as a Parish Council we will comply with our obligations under equality and Diversity legislation and demonstrate our commitment to treating people equally and fairly.

Headon-cum-Upton, Grove & Stokeham Parish Council is unreservedly 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).

Using fair and objective employment practices, we will aim to ensure that:

- ✓ All staff (paid and voluntary) potential employees and Council members are treated fairly and with respect at all stages of their employment.
- ✓ All staff, Councillors and members of the public have the right to be free from harassment and bullying of any description, or any other form of unwanted behaviour.
- ✓ All staff and Councillors (paid and voluntary) have the right to be free from discrimination because they associate with another person who possesses a Protected Characteristic or because others perceive that they have a particular Protected Characteristic, even if they do not.
- ✓ All staff and Councillors (paid and voluntary) have an equal chance to contribute and to achieve their potential, irrespective of any defining feature that may give rise to unfair discrimination.
- ✓ Staff and volunteers (including Councillors) of Headon-cum-Upton, Grove & Stokeham Parish Council will be involved in creating an equality environment and one that values diversity.

Our Responsibilities and Procedures:

This policy applies to all staff, Councillors and members of the public in their dealings with Headon-cum-Upton, Grove & Stokeham Parish Council business. It applies to all stages of employment including recruitment and selection, promotion and training. Staff and volunteers (including Councillors) of Headon-cum-Upton, Grove &

Stokeham Parish Council have a duty to act within this policy, ensure it is followed and to draw attention to any suspected discriminatory acts or practices.

In selecting the partners we work with Headon-cum-Upton, Grove & Stokeham Parish Council will consider their commitment to Equality and Diversity. We will not tolerate any harassment from third parties towards its staff (paid and volunteers), Councillors and members of the public and will take appropriate action to prevent it happening again.

If staff (paid and volunteers), Councillors and members of the public witness behaviour that they find offensive in relation to age, marriage or civil partnership, pregnancy and maternity, disability, gender reassignment, race, religion or belief, sex and sexual orientation, even if it is not directed at them they should also use this procedure.

Any concerns will be brought to the attention of Clerk who will report such issues to the Parish Council for them to address.

If after reading this Policy, you have any concerns or questions please send an e-mail to the Clerk at headonpc@gmail.com

This Equality and Diversity Policy was adopted by Headon-cum-Upton, Grove & Stokeham Parish Council at its meeting on the 3rd March 2025 Agenda item 25/150