

STISTED PARISH COUNCIL

Equality & Diversity Policy



Adopted on: V2 update November 2024
Reviewed on:
Next review due: May 2026

1. Introduction

Stisted Parish Council commit to ensure at all times that equality and diversity is reflected in everything they do – from employment, policy and decision making, service delivery, and working with partners. Employees, members of the council (whether they are elected or co-opted), volunteers, partners, residents and customers will also be treated fairly and equally.

We have clear procedures that enable our members and staff to raise a grievance or make a complaint if they feel they have been unfairly treated. Breaches of our equality and diversity policy will be regarded as misconduct and could lead to disciplinary proceedings.

This document sets out a policy to ensure that Stisted Parish Council deliver equality and diversity to all staff, members, volunteers, residents, customers and partners.

2. Legal Position

In the Equality Act 2010, it is unlawful to discriminate against an individual on the following grounds:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief,
- Sex
- Sexual orientation

These are known as “protected characteristics”.

3. Purpose

The purpose of this policy is to value equality and diversity to the people Stisted Parish Council serve including volunteers, residents, customers and partners, irrespective of their characteristics and provide equal opportunities to all employees and members of Stisted Parish Council (unless there are genuine occupational qualifications or objectively justified reasons for a different approach to be taken).

Stisted Parish Council will provide equality, fairness and respect for all employees, whether temporary, part-time or full-time.

Stisted Parish Council opposes all forms of unlawful and unfair discrimination whether it be direct or indirect discrimination, victimization or harassment on the grounds of any of the protected characteristics defined in the Equality Act 2010. This includes but is not limited to the following points:

- pay and benefits
- terms and conditions of employment

- dealing with grievances and discipline
- dismissal
- redundancy
- leave for parents
- requests for flexible working
- selection for employment, promotion, training or other developmental opportunities

4. Scope

Stisted Parish Council (made up of both employees and elected or co-opted members) will be expected to act in accordance with this policy in their treatment of employees, their colleagues, volunteers, residents, customers and partners.

5. Commitment

Stisted Parish Council is committed to ensuring that all members and staff adopt the principles set out in this policy and treat others with fairness, dignity and respect.

The Council will create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued. No form of intimidation, bullying or harassment will be tolerated.

Employment practices and procedures will be reviewed when necessary to ensure fairness, and also to update them and the policy to take into consideration any changes in the law.

6. Employment

All employees, whether permanent, fixed term contract, agency workers or temporary staff, will be treated fairly and equally. Selection for employment, promotion, training, remuneration or any other benefit will be on the basis of aptitude and ability. All employees will be helped and encouraged to develop their full potential, and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the council.

Every employee is entitled to a working environment that promotes dignity and respect for all.

Employees are entitled to complain about discrimination or harassment or victimization through the council's Procedure. Breaches of our Equality and Diversity Policy will be regarded as serious misconduct and could lead to disciplinary proceedings.

7. Policy and decision making

To ensure the effectiveness of this policy, the council will ensure that they give due consideration to the equal opportunities implications of all policy decisions they take.

The policy will be monitored and reviewed annually. Other personnel policies will be reviewed against the values stated in this main Equality and Diversity Policy to ensure that the council strives to remain an equal opportunities employer.

Uses of Policy – Induction of staff and members, decisions relating to recruitment and selection, training and development, promotion, remuneration, retirement, cross-referenced to the disciplinary and grievance policy.

8. Service delivery and working with partners

Stisted Parish Council provides services to the community both directly and working in partnership with other organisations. The council will provide accessible information about the services available to them and will deliver services that are appropriate to needs.

The council will promote equality of opportunity and value diversity when working with our partners and when delivering services to the public and the people we serve.

9. Implementation and the law

This policy is fully supported by all members of the council.

This policy will underpin all decisions taken by the council and all actions on its behalf taken by employees, elected or co-opted members, and all other associated individuals who are subject to the council's policies and procedures.

Note – this policy is based upon the ACAS Equality, diversity and inclusion policy template which is free to use and available to download by employers.