

Blisworth Parish Council

EQUALITY AND DIVERSITY POLICY

Legal Position

Under the Equality and Diversity Act 2010 it is unlawful to discriminate against an individual on the following 'protected characteristics':

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

Equal opportunities policy statement

Blisworth Parish Council is committed to eliminating discrimination and encouraging diversity amongst our members, officers, employees, and volunteers. Our aim is that the Council will be truly representative of all sections of society and each member, officer and employee feels respected and able to give of their best.

The purpose of this policy is to provide equality and fairness for all and not to discriminate irrespective of a person's disability, gender, race, nationality, religion, sexuality, parental status, age, marital status, social class, or caring responsibilities. Blisworth Parish Council opposes all forms of unlawful and unfair discrimination.

All members, officers, employees, and volunteers whether part-time, full-time or temporary, will be treated fairly and with respect. Selection for co-opted members and employment, promotion, training or any other benefit will be on the basis of qualification, aptitude and ability. All members, officers and employees will be helped and encouraged to develop their full potential such that their talents and resources can be fully utilised to maximise the efficiency of the Council.

Our commitment:

- To create an environment in which individual differences and the contributions of all our members, officers, staff, and volunteers are recognised and valued.
- Every employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- Training, development, and progression opportunities are available to all members, officers, and staff.
- Equality in the workplace is good management practice.

- The principles in this policy will be brought to the attention of all councillors, officers, staff, and volunteers. All councillors, employees and volunteers are encouraged to bring to the attention of the Parish Clerk and/or Chairman any act of discrimination they observe.
- Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings.
- This policy will be monitored and reviewed annually.

Version	Details of any revision	Approved at	Date	Review Date
v1	Adopted new BPC EQUALITY AND DIVERSITY POLICY	Approved at BPC Meeting 09/05/2022 Minute Point 26	09/05/2022	May 2023
Readoption	None	Readopted at BPC Meeting 02/05/2023 Minute Point: 31	02/05/2023	May 2024