



## **NEWTON AND BIGGIN PARISH COUNCIL**

### **EQUALITY AND DIVERSITY POLICY 2022**

Newton and Biggin Parish Council is committed to providing and promoting equal opportunities, eliminating discrimination and encouraging diversity within the Council and the Community.

The purpose of this policy is to provide equal opportunities to all employees, volunteers and residents, irrespective of (but not restricted to) age, disability, gender, marital or civil partnership status, pregnancy and maternity, race, religion and beliefs, sexual orientation, ethnic origin, nationality and social class. Newton and Biggin Parish Council opposes all forms of unlawful and unfair discrimination.

**The Parish Council lead for this Policy is Councillor Rick Crane.**

#### **THE PARISH COUNCIL'S COMMITMENTS:**

##### **1 – Commitment as an employer.**

All employees of Newton and Biggin Parish Council will be treated fairly and equally. Selection for employment, promotion, training, remuneration or any other benefit will be based on aptitude and ability. When vacancies are advertised Newton and Biggin Parish Council will continue to ensure that advertising, both in placement and content, is compatible with the terms of this Policy.

- To create an environment in which individual differences and the contributions of all staff are recognised and valued providing a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- To make training, development, and progression opportunities available to all staff.
- To ensure equality in the workplace as good management practise.
- To view breaches of this equality policy as misconduct that could lead to disciplinary proceedings.
- To monitor and review this policy at least every four years to ensure it is compliant with current equal opportunities legislation.

##### **2 – Commitments as community leader and advocate.**

The Parish Council is committed to creating a socially inclusive and cohesive community by:

- Promoting equal opportunity and equal access to employment, services and information.
- Identifying and addressing the barriers that different groups face to participation in community life.
- Respecting the diversity of our community.
- Listening and responding to the views of our communities through appropriate and widespread consultation and participation, which is accessible to all.
- Ensuring communication and events held positively reflect the diversity of the communities and are made fully accessible.



## **NEWTON AND BIGGIN PARISH COUNCIL**

### **3 – Commitments as a service provider.**

Newton and Biggin Parish Council is committed to ensuring that our services are accessible to all by:

- Ensuring our residents are aware of the council's services.
- Ensuring that all those in the community can attend the committee and council meetings.
- Ensuring that the information provided about the council's services is accessible to the community.
- Consulting and involving all sections of the community in the development of our policies in ways which enable people to participate.

### **4 – Newton and Biggin Parish Council is committed to:**

- Create an environment in which individual differences and the contribution of all are recognised and valued.
- Create an environment that promotes dignity and respect for all.
- Promote equality in the workplace and community.
- Encourage anyone who feels they have been subject to discrimination to raise their concerns so corrective measure can be applied.
- Encourage all to treat everyone with respect and dignity.
- Regularly review our practices and procedures to ensure fairness is always maintained.
- No individual will be discriminated against. This includes, but is not restricted to:

- Age
- Disability
- Gender
- Marital status and civil partnerships
- Pregnancy and maternity
- Race
- Religion and beliefs
- Sexual orientation
- Ethnic origin
- Nationality
- Social class

Newton and Biggin Parish Council will inform all employees, volunteers and residents that an equality and diversity policy is in operation and that they are obliged to comply with its requirements and promote fairness within the community. The policy will also be drawn to the attention of funding agencies, stakeholders, customers, suppliers and job application via our website.

### **5 – Monitoring.**

The effectiveness of the Equality and Diversity Policy will be monitored and reviewed on an annual basis.



## **NEWTON AND BIGGIN PARISH COUNCIL**

**Approved: 28 April 2022**

**Chair Signature:**

**Minute Reference:**

**Review Date: April 2023**