

IDRIDGEHAY ALTON AND ASHLEYHAY PARISH COUNCIL

Equal Opportunities and Diversity Policy

Idridgehay Alton and Ashleyhay Parish Council (IAA PC) is committed to providing and promoting equal opportunities, eliminating discrimination and encouraging diversity in the Community.

The Council recognises that providing equal opportunities in all its activities will benefit the Council, its staff and the local community. This policy will help councillors and employees to develop sound and effective policies that benefit the whole community whilst ensuring that the Council meets its duty under the Equality Act 2010.

IAA PC is committed to the principles and practices of equality and wants its services, facilities and resources to be accessible and useful to all regardless of age, disability, ethnic origin, gender, marital status, race, religious beliefs, sexual orientation or any other individual characteristic which may unfairly affect a person's opportunities in life.

IAA PC supports the principles and practices of the Equality Act 2010 and recognises that it is the duty of all Councillors and employees to accept their personal responsibility for fostering a fully integrated community at work by respecting and adhering to the principles of equality for all.

IAA PC is committed to:

- Promoting equal opportunity for all
- Promoting a good and harmonious environment where everyone is treated with dignity and respect
- Preventing unlawful direct and indirect discrimination, harassment and victimisation
- Fulfilling its legal obligations under the Equality Act 2010

This policy applies to all employees, volunteers, contractors and elected members of IAA PC. Its effectiveness will be reviewed annually and remedial action will be taken as necessary.

Any complaints relating to equality issues will be dealt with in accordance with the council's complaints procedure.

This policy will be adopted by IAA PC on 9 May 2018

IDRIDGEHAY ALTON AND ASHLEYHAY PARISH COUNCIL

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