



Moulsoe Parish Council

Equality and Diversity Policy

Moulsoe Parish Council is committed to the principles of equality, diversity and inclusion. The Council recognises its responsibility to ensure that all people are treated fairly, with dignity and respect, and that no individual or group is discriminated against.

The Parish Council will carry out its functions with due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations between people who share a protected characteristic and those who do not.

This policy is informed by and supports compliance with the Equality Act 2010. The Act identifies the following protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

The Council also acknowledges its duties under the Public Sector Equality Duty.

1. Scope

This policy applies to:

- All members of the Parish Council
- Employees of the Council (where applicable)
- Volunteers
- Contractors and service providers
- Members of the public engaging with the Parish Council

2. Commitments of the Parish Council

The Parish Council will:

- Treat all people fairly and with respect
- Not unlawfully discriminate in the exercise of its functions or responsibilities
- Promote equality of access to Council services and facilities
- Make reasonable adjustments, where practicable, to accommodate people with disabilities
- Ensure that its meetings, communications and decision-making processes are as accessible as possible

- Ensure equality and diversity considerations are embedded in policy development and service delivery

3. Employment and Appointments (Where Applicable)

Where the Parish Council employs staff or makes appointments (including to committees or working groups), it will:

- Apply fair and objective criteria
- Ensure equality of opportunity in recruitment, selection, training and development
- Not discriminate, either directly or indirectly

4. Conduct, Harassment and Victimisation

The Parish Council will not tolerate:

- Unlawful discrimination
- Harassment
- Bullying
- Victimisation

Any complaints or concerns will be dealt with in accordance with the Council's Complaints Procedure and relevant Codes of Conduct.

5. Responsibilities

The Parish Council is collectively responsible for ensuring this policy is implemented. The Chairman has responsibility for leadership and promoting equality and respectful behaviour. Councillors, employees and volunteers are expected to comply with this policy and uphold its principles.

6. Complaints

Any person who believes they have been unfairly treated or discriminated against by the Parish Council may make a complaint using the Council's adopted complaints procedure. All complaints will be treated seriously and investigated fairly.

7. Monitoring and Review

This policy will be reviewed at least every three years, or earlier if there are changes to legislation or guidance.