

# Ashby St Mary Parish Council

## Equalities and Diversity Policy

### Introduction

- 1.Ashby St Mary Parish Council is committed to providing and promoting equal opportunities, eliminating discrimination and encouraging diversity in the Community.
- 2.Ashby St Mary Parish Council aims to create a culture that respects and values each other's differences and which promotes dignity, equality and diversity.
- 3.An up-to-date copy of this Policy shall be maintained on Ashby St Mary Parish Council's website

### Purpose

Ashby St Mary Parish Council recognises that supporting equality is of primary importance. This policy will help Councillors and employees of the Council to develop sound and effective policies that impact on the local community, whilst ensuring that the Council meets its duty under the Equality Act 2010.

### Scope

This policy applies to all employees, volunteers, contractors and elected members of Ashby St Mary Parish Council.

It is the responsibility of every employee and Councillor of Ashby St Mary Parish Council to ensure that they do not discriminate in any way. All employees and Councillors have a duty to uphold equal opportunities principles. Any breach of this policy will be dealt with appropriately.

The Equality Act 2010 makes it unlawful to discriminate against employees because of nine factors:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion belief
- sex
- sexual orientation

We therefore wholeheartedly accept our legal obligations and understand that it is unlawful to discriminate against an individual on these grounds:

Ashby St Mary Parish Council is committed to implementing Equality of Opportunity in carrying out all its various functions. We are committed to the development of effective policy, strategy and standards, and to the monitoring, review and evaluation towards the achievement of Equality of Opportunity.

Ashby St Mary Parish Council also recognises that whilst much can be achieved through the development of policies, practices and procedures to eliminate unlawful and unfair discrimination, real progress towards Equality of Opportunity requires a programme of action which involves the

commitment and participation of staff and Councillors. Equal Opportunities require a genuine commitment to the policy from everyone.

Achievement Method In order to achieve this aim we will ensure that:

- Information about vacancies is easily available to everyone who may be interested in applying.
- Application forms and other related documentation are easily understood and do not contribute to or lead to possible inferences of discrimination.
- Fair recruitment and selection practices are used, to ensure people are recruited or promoted on merit.
- Access to training will be monitored.

Adopted: March 2022

To be reviewed: March 2026