

Shafton Parish Council

Equality and Diversity Policy

Statement of Policy

The aim of this Policy is to communicate the commitment of Shafton Parish Council to the principles of fairness and valuing diversity for everyone who lives, works, invests or visits the Parish. The Council recognises that everyone who lives in the community has a stake in the future of the Parish and wants its activities to be accessible, relevant, and meaningful to everyone. It also seeks to reduce social exclusion by making its services, facilities, and resources more responsive to community and individual needs.

It is committed to equality of opportunity in all aspects of parish life including young people, colleagues, volunteers, employees and those organisations and individuals with which we work all will be treated equally regardless of gender, race, colour or nationality, age, disability, sexual orientation, religious and political beliefs, marital status, or offending history.

Principles

The key principles of this policy are to:

- Provide equality for all
- Promote an inclusive culture
- Respect and value difference
- Prevent discrimination, harassment and victimisation

These principles are underpinned by The Equality Act 2010 which makes it unlawful to discriminate directly or indirectly, in recruitment and provision of service.

We will demonstrate our commitment by:

- Promoting equality of opportunity and diversity within the communities in which we work.
- Promoting equality of opportunity all our young people, workers, organisations and individual with which we work.
- We will be unbiased in our recruitment and will recruit from groups currently under-represented where possible.
- We will treat our young people, colleagues, organisations and individual and with respect. We will actively promote an environment free from discrimination, bullying and harassment.
- We will actively tackle any discrimination where it occurs.
- We will recognise and value the differences and individual contributions that people make.

- We will provide support and encouragement to staff and volunteers to develop their careers and increase their contributions to the parish through the development of their skills and abilities.
- We will support our staff and volunteers with appropriate training and guidance and ensure all volunteers/employees have the necessary skills and understanding to meet the needs of the children and young people they serve

Responsibility of employees/volunteers

Volunteers/employees can expect to be treated fairly and equitably at all times, not discriminated against and feel safe and valued at work. In return they have responsibility to:

- Not abuse, harasses, bully or discriminate against any other member of staff.
- Treat colleagues with politeness, dignity and respect.
- Not practice unlawful or unjustifiable discrimination in carrying out duties
- Be sensitive to the needs of the diverse community when dealing with service users.

Our aim is to serve all members of the communities we serve.

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Agreed and approved by SPC AGM 3 May 2021

Revise 2023