

Widford Parish Council

Equality and Diversity Policy

Reviewed 1 May 2018

Next review due May 2022

Statement of Intent

Widford Parish Council positively welcomes and aims to support the growing diversity of the community we serve and the people we employ. Further, the Parish Council recognises the changing patterns of households, the expansion of the community and the diverse requirements that will need to be met in the future.

The purpose of this policy is to promote diversity and equality to all people the council has dealings with, irrespective of their gender/gender reassignment, race, ethnic origin, disability, age, sex, sexual orientation, religion or belief, marital status or civil partnership, pregnancy and maternity. These are protected characteristics under the 2010 Equality Act, c15, pt.2, Ch.1, s.4).

The Parish Council believes that opportunity and freedom from discrimination are fundamental human rights and actively oppose all forms of discrimination.

This Parish Council recognises its responsibilities under all Equalities Legislation and related Codes of Practice including European Employment regulations and the Parish Council also recognises its responsibilities to promote equal opportunities in recruitment, employment and management on the grounds of gender, sexual orientation, religion or belief and age.

The Parish Council aims to provide its services without discriminating against any part of society or the residents in particular.

Discrimination and harassment is unacceptable and contrary to the Parish Council's aim of providing quality services and the recruitment of staff, members and contractors.

This policy will be reviewed every four years or earlier if so required to comply with current legislation.