

# ORSTON PARISH COUNCIL



## EQUALITY & DIVERSITY POLICY

Date of Review/Update/Approval	29 <sup>th</sup> April 2026
Previous version	30 <sup>th</sup> April 2025
Signed:	

# Orston Parish Council Policy Statement

## Equality & Diversity

Orston Parish Council is committed to encouraging equality and diversity among our members, employees, partners and volunteers, and eliminating unlawful discrimination.

The aim is for our council to be truly representative of all sections of society and for everyone we engage with to feel respected and able to give their best.

Orston Parish Council is also committed to act against unlawful discrimination of the public.

### **The policy's purpose is to:**

- ❖ provide equality, fairness and respect for all in our operational environment.
- ❖ not unlawfully discriminate with reference to the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation
- ❖ oppose and avoid all forms of unlawful discrimination.

### **The organisation commits to:**

- ❖ encourage equality and diversity as good practice
- ❖ create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of employees, partners and volunteers are recognised and valued
- ❖ take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by members, employees, partners, volunteers customers, suppliers, visitors, the public and any others in the course of the organisation's activities
- ❖ The Council will review and monitor practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law. Monitoring will also include assessing how the equality policy, and any action plans, are working in practice, reviewing them regularly and taking action to address any issues