

# Kersey Parish Council Equality and Diversity Policy

Kersey Parish Council is committed to providing equal opportunities in employment and to avoiding unlawful discrimination. This commitment is to all residents, volunteers, employees and potential employees involved in the work of the Parish Council and the provision of services. The Parish Council will fulfil its legal responsibilities under The Equality Act 2010.

The Equality Act 2010 sets out following characteristics, which are protected characteristics:

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

It is unlawful to discriminate directly or indirectly because of any of these protected characteristics.

The Council will actively develop positive practices which promote equality of opportunity and enable everyone to fully participate and employees to realise their full potential. No resident, volunteer, job applicant or employee will receive less favourable treatment on the grounds of age, physical or mental disability, sex, gender reassignment, pregnancy, maternity, race (which includes colour, nationality, caste and ethnic or national origins), sexual orientation, religion or belief, marital status or will be disadvantaged by any condition which cannot be justified.

The Council will ensure that all decisions on participation, recruitment, selection, training, promotion, pay and benefits and career development are based on objective job-related criteria.

The Parish Council endeavours to create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all those involved are recognised and valued.

It is the responsibility of all Council Members and employees to adopt and implement this policy as part of their professional activities and conduct.

This policy was adopted by Kersey Parish Council at a meeting on 18 January 2021

Minute reference: 31/21