

Equality and Diversity Policy

Bramfield and Thorington Parish Council (B&TC)

Reviewed and Adopted January 2024

Bramfield & Thorington Parish Council is committed to complying with current and future legislation with regard to diversity and equality.

This policy is based on a SALC best practice template, and will be updated to remain in line with current best practice as recommended by SALC and/or NALC

The Parish Council believes that meeting the needs of our residents, councillors and staff can only be achieved through recognising and appreciating the value of each individual.

Our aim is to create an environment that respects the diversity of staff, councillors and service users and enable them to achieve their full potential, to contribute fully, derive maximum benefit and enjoyment from their contact or involvement with the Parish Council.

To this end, the Parish Council is committed to and will strive to embed in all its activities, the following rights for ALL:

- To receive a professional and appropriate service
- To be treated with respect and dignity
- To be treated fairly with regard to all procedures, assessments and choices
- To receive encouragement to reach their full potential
- NO form of intimidation, bullying or harassment will be tolerated

To achieve the above, it is recognised that responsibility does not just lie with Bramfield & Thorington Parish Council as a corporate body, but with individual councillors, members of staff, service users, appointed contractors or service providers who must all individually and collectively uphold these rights and act in accordance with them in their dealings or interaction with others.

The Equality Act 2010 places a duty on the Council to work to:

- Eliminate discrimination, harassment, victimisation and any other contact prohibited under the Act
- Advance equality of opportunity between persons who share a protected characteristic and persons who do not
- Foster good relations between persons who share a protected characteristic and persons who do not
- Ensure that no individual will be unjustifiably discriminated against. This includes but is not limited to the following (known as protected characteristics under the Act): Age, disability, gender reassignment, marriage and civil partnerships, pregnancy and maternity, race, religion or belief, sex, sexual orientation.