



WEST HANNINGFIELD PARISH COUNCIL

Telephone: 07873 708275
Email: clerk@westhanningfield-pc.gov.uk
Website: www.westhanningfield-pc.gov.uk

EQUALITY & DIVERSITY POLICY **(Re-adopted with amendments 10th March 2025)**

1. Introduction

West Hanningfield Parish Council is committed to fostering an inclusive and equitable environment that values diversity and promotes equality. We recognise our moral and legal responsibilities to ensure fair treatment, eliminate discrimination, and remove barriers that prevent individuals from participating fully in public life and reaching their full potential.

This policy outlines our legal obligations and the steps we take to integrate equality and diversity into our decision-making, service provision, recruitment, and collaborations with other organisations.

2. Legal Framework

The Equality Act 2010 consolidates all previous equality legislation and provides legal protection against discrimination based on the following *Protected Characteristics*:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including ethnicity, national origins, and nationality)
- Religion or belief (including lack of belief)
- Sex
- Sexual orientation

3. Our Commitments

West Hanningfield Parish Council is dedicated to:

- Opposing all forms of unlawful discrimination, including direct and indirect discrimination, harassment, victimisation, and bullying.
- Promoting an inclusive working and community environment that values and respects all individuals.

- Ensuring fair and transparent recruitment, selection, training, promotion, and remuneration based on aptitude and ability.
- Making reasonable adjustments where necessary to remove, reduce, or prevent obstacles for elected members and staff related to protected characteristics.
- Encouraging participation in public life and community activities, particularly among underrepresented groups.
- Fostering good relations by tackling prejudice and promoting understanding between individuals of different backgrounds.

4. Implementation and Accountability

To uphold our commitment to equality and diversity, West Hanningfield Parish Council will:

- Integrate equality considerations into all decision-making processes, policies, and service provisions.
- Provide training and guidance to elected members to ensure awareness of legal responsibilities and rights.
- Maintain a work and meeting environment free from discrimination, harassment, and bullying, where all individuals are treated with dignity and respect.
- Encourage elected members and staff to challenge discrimination and report unacceptable behaviour.
- Regularly review and assess our policies and procedures to eliminate discrimination and ensure accessibility for all.

5. Monitoring and Review

West Hanningfield Parish Council will review this policy regularly to ensure its effectiveness and compliance with legal requirements. Any necessary amendments will be made to reflect evolving best practices and legislative changes.

Lucy White – Clerk to the Council