



# **EQUALITY, DIVERSITY & INCLUSION POLICY**

**Adopted on: 24<sup>th</sup> May 2022**

**Review Date: May 2023**

## **INTRODUCTION**

Datchworth Parish Council is committed to a policy encouraging equality, diversity and inclusion amongst the staff and its service providers; eliminating unlawful discrimination.

## **AIM**

The aim is for our employees to feel respected and able to give their best. All employees will be recruited, trained and promoted solely based on merit and justifiable job requirements.

## **POLICY**

The council's policy is to:

- provide equality, fairness and respect for all its employees.
- not unlawfully discriminate in accordance with 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 and sexual orientation.
- Oppose and avoid all forms of unlawful discrimination. This includes in pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities.

## OUR COMMITMENT

The council is committed to:

- Encouraging equality, diversity and inclusion in the workplace.
- Having policies in place to support a working environment free of bullying, harassment, victimisation and unlawful discrimination.
- Promoting dignity and respect for all, where individual differences and the contributions of all staff are recognised and valued.
- Taking seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the council's work activities.
- Making opportunities for training, development and progress available to all employees.
- Monitoring and reviewing employment practices and procedures where necessary to ensure fairness, equality, diversity and inclusion. They will also be updated in line with any changes in legislation.

This policy will be reviewed every year or earlier if so required by legislation or additional material.

Date of policy: May 2022

Approving committee: Full Council

Date of committee meeting: 24<sup>th</sup> May 2022

Policy version reference: V2

Supersedes: V2 June 2021

Policy effective from: 24<sup>th</sup> May 2022

Date for next review: May 2023