



## **WEXHAM COURT PARISH COUNCIL**

### **EQUALITY & DIVERSITY POLICY 2024**

Wexham Court Parish Council is committed to providing an environment where residents, Councillors and employees can fulfil their full potential. We have developed this policy to make clear our commitment to ensuring that everyone should be treated with dignity and respect, in line with UK anti-discrimination legislation.

#### **LEGAL POSITION**

It is unlawful to discriminate against an individual on the following grounds:

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

Under the Equality Act 2010 these are known as “protected characteristics”.

#### **PURPOSE**

The purpose of this policy is to provide equal opportunities to all employees, volunteers, and Councillors, irrespective of their characteristics (unless there are genuine occupational qualifications or objectively justified reasons for a different approach to be taken). We oppose all forms of unlawful and unfair discrimination whether it be direct or indirect discrimination, victimization, or harassment on the grounds of any of the protected characteristics defined in the Equality Act 2010.

#### **SCOPE**

All employees, volunteers or councillors will be treated fairly and equally.

Selection for employment, promotion, training, remuneration or any other benefit will be based on aptitude and ability. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilized to maximize the efficiency of the council.

## **OUR COMMITMENT**

Every employee, volunteer and Councillor is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated. This is further defined in the Dignity at Work/Bullying and Harassment policy adopted by the Council.

The commitment to equal opportunities in the workplace is good management practice and makes sound business sense as it seeks to utilise the talents available from the local community, representing Society as a whole.

Breaches of our Equal & Diversity Policy will be regarded as serious misconduct and could lead to disciplinary proceedings. Employees are entitled to complain about discrimination or harassment or victimisation through the council's Grievance procedure.

This policy is fully supported by all Members of the Council. The policy will be monitored and reviewed. Other Personnel policies will be reviewed against the values stated in this Equality & Diversity policy to ensure that the Council strives to remain an Equal Opportunities employer.

Adopted: March 2024