



Parish Council Equality and Diversity Policy

Yalding Parish Council acknowledges its statutory equality duty as a Public Sector employer under the terms of the Equality Act 2010. In particular, while delivering services and functions, The Council aim's to:

- eliminate unlawful discrimination, harassment and victimisation and any other conduct prohibited by or under this Act
- advance equality of opportunity between people who share a protected characteristic and those who do not
- foster good relations between people from different backgrounds who share a protected characteristic and those who do not.

The Council will ensure that staff, residents and service users are treated equally, with dignity and respect, regardless of:

- age
- disability
- race (including ethnic origin, colour, nationality and national origin)
- sexual orientation
- sex/gender
- religion
- belief (including philosophical belief)
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity.

These being the nine recognized characteristics protected by the Equality Act 2010, but this policy is not limited to these when treating people equally.

The Council recognises it has an important community leadership role and will use this opportunity to advance equality, fairness and community cohesion. The Council will seek to monitor and address unequal consequences, where possible, for different equality groups in the delivery of services and ensure that its over-arching values are integrated throughout its work.

As a community leader Yalding Parish Council will:

- Promote good relations between communities in our communications and address negative stereotyping of any groups
- Ensure that all events cater for and support equality and diversity, to promote understanding and awareness, foster community cohesion and inter-community dialogue
- Encourage council members and officers to demonstrate personal leadership in equality and inclusion and provide them with appropriate training and development opportunities
- Promote and encourage diversity among election candidates to aim for the Council to have representative membership that reflects the local community they support
- Work with key stakeholders in The parish and The Borough to develop and support initiatives that help improve the social and economic environment.

As a Service Provider Yalding Parish Council will:

- where possible provide services that are accessible to all and that are tailored to the diverse and individual needs of our community
- understand equality issues within The Parish in order to identify priorities and develop solutions and interventions
- ensure that equality is a specific way of delivering greater social value through our procurement process and monitoring the policies and practices of our suppliers
- ensure that our work and future strategy reflects the views of local residents by consulting and engaging with all groups in our community, especially those representing marginalised or disadvantaged groups
- ensure that all residents have equal opportunity to participate and influence the democratic process.

When introducing any new policy, practice, or function as an employer we will:

- aim for the Council to have a representative workforce that reflects the local community they support
- treat fairly and equally all employees, whether full-time, part-time, fixed term contract, agency workers or temporary staff. 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 utilised to maximise the efficiency of the Council
- continue to review and develop human resources policies and procedures (including recruitment and learning and development) to ensure they are inclusive and accessible for all staff

- ensure that learning and development is undertaken so that staff understand the importance of equality and are well-trained and equipped to manage and/or work within a diverse workforce and meet the needs of our local community
- ensure that appropriate performance management systems are in place that support staff to be accountable for ensuring equality outcomes and confident and effective in managing issues around equality
- ensure that procedures are in place that support all employees to receive fair treatment and address any harassment or bullying
- monitor and review pay and remuneration arrangements to ensure equal pay
- ensure that all policies, procedures and practices are assessed for their impact on equalities issues and promote equality
- review this policy annually to assess how it is working in practice and take necessary action to address any issues.

Re-adopted on 2 July 2024

To be reviewed annually at the Annual Parish Council Meeting (see minutes of that meetin