**Diversity and Inclusion Policy**

Statement

Equality of access to services and employment is a generic issue which should be maintained across society irrespective of a person's age, gender, race or ethnicity, religion (or no belief at all) or sexuality.

For this reason, Morton Parish Council has developed this single equality statement which helps us to meet our duties as a public body to promote equality of opportunity for all and in everything we do, tackle discrimination in general, and work to build a cohesive parish in which everyone feels valued and part of the community in which they live.

Upholding this Equality Policy is the responsibility of Morton Parish Council and everybody working for the Council.

Features of the Equality Statement

The Statement is built around the general and specific duties relating to the strands of

equality currently recognised in UK legislation, including: -

1. Age,

2. Disability,

3. Gender,

4. Race and Ethnicity Origin,

5. Nationality,

6. Religion/Faith,

7. Marital status,

8. Pregnancy & Maternity,

9. Sexuality.

Objectives

The Parish Council’s Equality objectives are to:

a) Promote equality of opportunity for people with disabilities, for men and women, for

people of different racial and ethnic backgrounds, for older people as well as young

people, for people of different religion and those who are of no religion and for

lesbians, gay men, bisexuals, and those who are transgender.

b) Eliminate discrimination that is unlawful.

c) Encourage and involve all sections of the community, whether they be ethnic/racial

groups; people with disabilities; men or women; religious/belief communities.

lesbian, gay, bisexual, transgender people; young and older people, in public life, and

in consultation and decisions on matters that may affect their lives.

d) Eliminate harassment whether based on a disability, a person's gender; sexual

orientation; race, ethnicity; age or religion.

e) Promote positive attitudes towards all people and groups.

f) Promote good relations and social cohesion between and among all people living or

working in the parish.

Scope and Responsibilities

This policy applies to all employees, volunteers, contractors, and elected members of the

Parish Council.

It is the responsibility of every employee and Councillor of the Parish Council to ensure that they do not discriminate in any way. All employees and Councillors have a duty to uphold equal opportunities principles. Any breach of this policy will be dealt with appropriately.

Commitment

The parish council is fully committed to implementing the principles of Equality in line with current legislation and good practice and will actively seek to eliminate unlawful discrimination and harassment.

We will have due regard of the Statement above whilst discussing or carrying out any of our legal duties / powers and in providing our services.

The Parish Council will actively promote equality throughout the organisation through the

application of policies which will ensure that individuals receive treatment that is fair and

equitable and consistent with their relevant aptitudes, potential, skills, experiences and

abilities.

Where staff vacancies occur, applications will be invited from all members of the community by open recruitment. Gender/age/disability/race/faith or sexuality will play no part in the recruitment and selection processes. Promotion and pay progression will be dependent solely upon performance and all members of staff will be given equal access to relevant training and professional development.

The Parish Council is committed to:

* Promoting equality of opportunity for all persons.
* Promoting a good and harmonious environment in which all persons are treated
* with respect and valued.
* Preventing occurrences of unlawful direct discrimination, indirect discrimination,
* harassment and victimization.
* Fulfilling its legal obligations under the Equality Act 2010.

Equality of Opportunity in Employment

All employees whether full-time, part-time, fixed term contract, agency workers or

temporary staff 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 utilised to maximise the efficiency of the council.

Every employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.

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 the Parish Council’s equalities policy will be regarded as serious misconduct and could lead to disciplinary proceedings. Employees are entitled to make a complaint about discrimination, harassment, or victimization through the council’s Grievance procedure.

Prospective candidates for work with the Council wishing to raise a complaint may do so, in writing, to the Clerk within 15 working days of the alleged incident. An investigation will then be conducted by the Clerk, or an independent person appointed for the purpose, who will report to the Council.

Equality of Opportunity in Service Delivery

The Parish Council is committed to equality of opportunity in the provision of services and access to its facilities. The Council will deliver services that are relevant, of the highest quality possible and accessible to all people in the local community. Training in relation to the roles and responsibilities of employees and the Council in delivering services will be sought and undertaken.

Publicity and Review

The Council will publicise this policy on its website and will highlight it in recruitment

processes and in all its relevant official documentation.

The Parish Council will review this Policy when necessary and appropriate and at least once every three years.