

Heddon on the Wall Parish Council

Equality and Diversity Policy



Introduction

Heddon Parish Council is committed to promoting equality and diversity, preventing unlawful discrimination, and ensuring that all individuals are treated fairly and with respect. This policy outlines our commitment to equality and diversity and the steps we will take to uphold these values within our community.

The law

It is unlawful to discriminate, directly or indirectly, on the basis of age, disability, sex, gender reassignment, pregnancy, maternity, race (including colour, nationality, caste, and ethnic or national origins), sexual orientation, religion or belief, or marital/civil partnership status. These are known as "**protected characteristics**."

The council has a duty to make reasonable adjustments for people with disabilities who may otherwise be unable to access or make use of our services.

Policy Statement

We are committed to:

- Promoting equality of opportunity for all.
- Creating a supportive and inclusive environment where everyone is treated with dignity and respect.
- Preventing unlawful discrimination, harassment, and victimisation.
- Complying with our legal obligations under the **Equality Act 2010, Workers Protection Act 2023**, and other relevant legislation.
- Ensuring equal opportunities in our employment practices.

Scope

This policy applies to all members of the parish council, employees, volunteers, and anyone who interacts with the council.

Our Commitments

We will:

- Ensure that, where reasonable, our services are accessible to all members of the community.
- Promote a culture of respect and inclusion, working to prevent bullying and harassment, including sexual harassment, in our practices and services.
- Provide training and support to our members and employees to help them understand and implement this policy.

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- Monitor and review our practices to ensure they are effective and fair.
- Communicate this policy and make it available on our website.
- Integrate equality and diversity considerations into all aspects of the council's work.
- Address any breaches of this policy promptly and effectively.

Monitoring and Review

This policy will be reviewed regularly to ensure it remains relevant and effective. Feedback from the community and stakeholders will be considered in these reviews.

Contact Information

For more information or to raise any concerns, please contact:

- Parish Council Clerk
- Email: heddonpc@gmail.com

Policy checklist

Date of policy:	February 2025
Approved by the Parish Council on	19 th March 2025
Policy updates	V1 Feb 2025 – New policy introduced
Policy effective from	19 th March 2025
Date of next review	March 2028