



EAST DONYLAND PARISH COUNCIL

Serving the Village of Rowhedge

EQUALITY & DIVERSITY POLICY

East Donyland Parish Council is committed to complying with current and future legislation with regard to diversity and equality. The Parish Council believes that meeting the needs of our residents, Councillors and staff can only be achieved through recognising and appreciating the value of each individual. Our aim is to create an environment that respects the diversity of staff, councillors and service users and enables them to achieve their full potential, to contribute fully, derive maximum benefit and enjoyment from their contact or involvement with the Parish Council. To this end the Parish Council is committed to and will strive to embed in all its activities, the following rights for all:

- To receive a professional and appropriate service
- To be treated with respect and dignity
- To be treated fairly with regard to all council applications, processes and decisions
- To receive encouragement to reach their full potential

To achieve the above, it is recognised that responsibility does not just lie with East Donyland Parish Council as a corporate body, but with Councillors individually, staff, service users, appointed contractors and service providers, who must all individually and collectively uphold these rights and act in accordance with them in their dealings or interaction with others.

Statutory Duty

As a local authority leading and speaking on behalf of the community, the Council will play its part in making society fairer by tackling discrimination and providing equality of opportunities for all. The Equality Act places an Equality Duty on the Council to work to:

- Eliminate discrimination, harassment, victimisation and any other conduct prohibited under the Act.
- Advance equality of opportunity between persons who share a protected characteristic and persons who do not.
- Foster good relations between persons who share a protected characteristic and persons who do not.

No individual will be unjustifiably discriminated against. This includes but is not limited to discrimination relating to the following protected characteristics:

Age; Disability; Gender (including gender reassignment); Marital or civil partnership status; Pregnancy and maternity; Having or not having dependants; Race (including colour, nationality, ethnic or national origins); Religious beliefs or political opinions; Sexual orientation.

EDPC is aware that the above list is not exhaustive and that there are other forms of discrimination that should not be tolerated.

- We will empower people to recognise and counter discrimination, and be supportive in doing so.
- We will engage with people to ensure the service is relevant and meets their needs.
- NO form of intimidation, bullying or harassment will be tolerated.