BARLASTON PARISH COUNCIL

EQUALITY & DIVERSITY POLICY

BPC01-13

EQUALITY & DIVERSITY POLICY

Revision History

This document was originally written by:

Name	**Position**	**Date**
Vivien O'Dunne	Clerk	July 2026

This document was reviewed by:

The Parish Council	14 July 2026

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The Parish Council at their meeting on	14 July 2026

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Next Mandatory Review by	July 2029

Version	**Issue Date**	**Document ID**	**Reason for Change**	**Section changed**
1	14 July 2026	BPC01-12	Major Revision	

Equality, Diversity and Inclusion Policy

1. Purpose

Barlaston Parish Council is committed to promoting equality, valuing diversity and fostering an inclusive environment where everyone is treated with dignity, courtesy and respect. The Council is committed to ensuring that no person is treated less favourably because of a protected characteristic or any other unlawful reason. This policy applies to Councillors, employees, volunteers, contractors and anyone acting on behalf of the Council.

2. Our Commitment - The Parish Council will:

- Treat everyone fairly, with dignity and respect.
- Promote equality of opportunity in employment and the delivery of Council services.
- Not tolerate unlawful discrimination, harassment, bullying or victimisation.
- Consider the needs of different people when making decisions and delivering services.
- Encourage participation by all sections of the community.
- Make reasonable adjustments where required by law and reasonably practicable to enable disabled people to access Council services, facilities and meetings.
- Comply with the Equality Act 2010 and other relevant legislation.

3. Public Sector Equality Duty

When exercising its functions, the Council will have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

4. Protected Characteristics

Under the Equality Act 2010, the protected characteristics are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

The Council will not discriminate unlawfully on the basis of any protected characteristic.

5. Employment

The Council is committed to providing equality of opportunity throughout recruitment, employment, training, promotion and other employment practices. Employment decisions will be based on merit, skills, qualifications and ability. Employees are expected to treat colleagues, Councillors, volunteers, contractors and members of the public with dignity and respect.

6. Volunteers

The Council values the contribution made by volunteers. Volunteers will be treated fairly and in accordance with the Council's Volunteer Policy. They will not be discriminated against or subjected to harassment because of any protected characteristic.

7. Councillors
Councillors are expected to uphold the principles of equality, diversity and inclusion in carrying out their duties and when dealing with employees, volunteers, contractors and members of the public.

Councillors are also expected to comply with the Council's adopted Code of Conduct, which sets out the standards of behaviour expected of them when carrying out their duties and representing the Council.

8. Service Delivery
The Council aims to ensure that its services, information, meetings and facilities are accessible to all members of the community as far as is reasonably practicable.
When developing policies, projects and services, the Council will consider whether there are barriers to participation and, where appropriate, take reasonable steps to reduce them.

9. Contractors
The Council expects contractors, consultants and suppliers working on its behalf to comply with equality legislation and to treat employees, volunteers and members of the public fairly and respectfully.

10. Complaints
Any complaint of discrimination, harassment or bullying involving the Council will be taken seriously and dealt with promptly and fairly in accordance with the Council's relevant policies and procedures. Employees should use the Council's Grievance Procedure where appropriate.

11. Responsibilities
Everyone acting on behalf of the Council has a responsibility to:

- Treat others with dignity, courtesy and respect.
- Help create an inclusive environment free from discrimination, harassment and bullying.
- Comply with this policy and any related Council policies.
- Raise any concerns about discrimination or inappropriate behaviour with the Parish Clerk or, where appropriate, the Chair of the Council.

12. Monitoring and Review
This policy will be reviewed every three years, or sooner if required following changes in legislation or Council practice.

David Borasinski 14 July 2026

Chairman Date