



Equality and Diversity Policy

Introduction

Abbey Hill Parish Council (hereinafter referred to as 'AHPC') is an equal opportunities employer. We are committed to equality of opportunity and to providing a service and following practices which are free from unfair and unlawful discrimination.

The aim of this policy is firstly to ensure that no applicant or member of staff receives less favourable treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation, or is disadvantaged by conditions or requirements which cannot be shown to be relevant to performance.

Secondly, the policy aims to ensure all persons with whom AHPC comes into contact are not victimised or subjected to any form of bullying or harassment. We value people as individuals with diverse opinions, cultures, lifestyles and circumstances.

Breaches of this policy will be regarded as misconduct and could lead to disciplinary proceedings.

Responsibility

All Members and employees are responsible for monitoring that personnel policies and procedures are administered with the objective of promoting equality of opportunity and eliminating unfair or unlawful discrimination.

All Members and employees commit to treat others with dignity and respect and apply the principles of this policy to eliminate discrimination and provide equality in AHPC.

Our Commitment as an Employer

AHPC will create an environment in which individual differences and the contributions of our staff are recognised and valued. Every employee, worker or self-employed contractor is entitled to a working environment which promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated. Training, development and progression opportunities are available to all staff.

We will review all our employment practices and procedures to ensure fairness.

Our Commitment as a Service Provider

We aim to provide services to which all residents are entitled regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation, offending past, caring responsibilities or social class.

We will make sure that our services are delivered equitably and meet the diverse needs of our residents.