

# Maidwell with Draughton Parish Council

## EQUALITY AND DIVERSITY POLICY

Maidwell with Draughton Parish Council is committed to eliminating discrimination and encouraging diversity amongst our members, officers and employees. Our aim is that the Council will be truly representative of all sections of society and each member, officer and employee feels respected and able to give of their best.

To that end the purpose of this policy is to provide equality and fairness for all and not to discriminate on grounds of gender, marital status, race, ethnic origin, colour, nationality, national origin, disability, sexuality, religion or age. We oppose all forms of unlawful and unfair discrimination.

All members, officers and employees, whether part-time, full-time or temporary, will be treated fairly and with respect. Selection for co-opted members and employment, promotion, training or any other benefit will be on the basis of qualification, aptitude and ability. All members, officers and employees will be helped and encouraged to develop their full potential such that their talents and resources can be fully utilised to maximise the efficiency of the Council.

Our commitment:

- To create an environment in which individual differences and the contributions of all our members, officers and staff are recognised and valued.
- 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.
- Training, development and progression opportunities are available to all members, officers and staff.
- Equality in the workplace is good management practice and makes sound business sense.
- We will review all our employment practices and procedures to ensure fairness.
- Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings.
- The policy will be monitored and reviewed periodically; any changes identified will be implemented via an action plan.