

## **Background**

The Equality Act of 2010 makes it unlawful to discriminate against an Individual on the following grounds:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

These are known as “protected characteristics” under part 2, Chapter 1 of the 2010 Act.

Minstead Parish council acknowledges its statutory equality duty as a public sector employer under the terms of the Equality Act 2010 and is fully committed to meeting those duties. As the parish council delivers its services and functions, it aims to:

- eliminate unlawful discrimination, harassment and victimisation and any other conduct prohibited by or under this Act
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people from diverse backgrounds who share a protected characteristic and those who do not.

# Minstead Parish Council

## Equality and Diversity Policy

Adopted August 3<sup>rd</sup> 2026

Previous 08/2023

### **Council Commitment**

Minstead Parish Council opposes all forms of unfair discrimination, victimisation, or harassment. It understands its legal and social responsibility as a public authority, as an employer and as a provider of facilities and services. The council is committed to providing the highest quality of service to the community it serves and it understands that a clear and effective equality policy provides a firm foundation from which to achieve this goal.

The council will encourage and develop employees to support and carry out the requirements of the equality and diversity policy. Breaches in the policy will be regarded as misconduct and could lead to disciplinary proceedings.

### **Commitment to employees**

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. Selection for employment, promotion, training, remuneration or any other benefit will be based of aptitude and ability. All employees will be helped and encouraged to develop their full potential.

### **Commitment to the community**

Minstead parish council will aim to ensure every member of the community it serves shall have equality of access to facilities and services it provides. All policies of the council will be designed to support these aims and to foster a fully integrated community.

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### **Commitment to Partners and suppliers**

Minstead Parish council will treat partners and suppliers with dignity and respect free from discrimination, victimisation, and harassment.

### **Review of this policy**

Adherence to the principles and practices contained within this policy will be monitored periodically or whenever there is a change in legislation.