

ALNMOUTH PARISH COUNCIL

Equality & Diversity Policy

This policy sets out the Parish Council's position and Code of Conduct with regard to equal treatment of individuals when carrying out its responsibilities and duties as a local authority.

Adopted: February 11th, 2020

Minute: 27/20

Reviewed: May 11th 2021

Date of Next Review: May 10th 2022

Alnmouth Parish Council (APC) recognises that the United Kingdom is a diverse and mixed community and believes that that no individual or group of people should be discriminated against on the grounds of gender, race, age, nationality, colour, cultural heritage, disability, social background, marital status or sexual orientation.

The purpose of this statement is to clearly set out clearly how APC will manage its affairs, its relationships with other bodies and the services it provides to the community, community organisations and individuals to prevent direct or indirect discrimination.

APC is committed to providing equality of opportunity in all areas of its work and dealings with third parties

Aim

APC will strive to ensure that we become aware of and challenge discrimination in any form

The Equal Opportunities Policy and Code of Practice

1. APC recognises the definitions of various groups of people who are vulnerable to discrimination as set out in the Equality Act 2010 and will work to ensure that no person protected by the legislation is discriminated against unlawfully.
2. APC will process any complaints of discrimination promptly, impartially, thoroughly and confidentially.

The Code of Conduct

1. People will be treated with respect and courtesy, regardless of the group to which they belong
2. Offensive behaviour or language will not be used or tolerated.
3. No-one will be harassed, abused or intimidated on the grounds that they belong to a vulnerable group.
4. Incidents of harassment will be taken seriously, and the Council will undertake thorough investigations in an impartial and timely manner.

Review

This policy will be reviewed annual at the annual Council meeting in May.