



HIGHWOOD PARISH COUNCIL EQUALITY AND DIVERSITY POLICY

1. Policy Statement

Highwood Parish Council is committed to promoting equality, diversity, and inclusion in all areas of its operations, including service delivery, employment, and community engagement. We aim to provide equality and fairness to all and ensure that no one is unlawfully discriminated against.

We will not discriminate on the basis of:

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

This policy reflects our commitment to upholding the principles of the **Equality Act 2010**.

2. Our Commitments

2.1 To the Public We strive to deliver excellent and accessible services that meet the diverse needs of our community. By recognising the differing needs of individuals, we aim to reduce exclusion and discrimination. Where applicable, Equality Impact Assessments will be carried out to ensure that our services, policies, and practices are inclusive and responsive to all.

2.2 To Our Staff and Councillors

We are committed to fostering an inclusive, respectful, and discrimination-free working environment. This includes:

- Applying best practices in recruitment and employment

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- Ensuring equal opportunities for development and promotion
- Supporting staff with reasonable adjustments where necessary
- Maintaining a work culture where everyone is treated with dignity and respect

We aim to ensure that our workforce is reflective of the wider society and is equipped to serve the diverse needs of our parish.

3. Responsibilities

All employees, councillors, and volunteers have a responsibility to support this policy and ensure that their behaviour upholds its principles. Any breaches may be addressed through relevant disciplinary procedures.

The Clerk to the Council is the primary contact for equality matters and will monitor the implementation of this policy.

4. Review and Monitoring

This policy will be reviewed annually or sooner if there are significant changes to legislation or guidance. Monitoring will include:

- Feedback from staff, councillors, and the public
- Review of service accessibility and employment data where relevant
- Ensuring compliance with legal and regulatory frameworks