

Hatley Parish Council

Equality and Diversity Policy

16th May 2017

Aim

- Hatley Parish Council is fully committed to the active promotion of equality and diversity in all of its activities and employment.
- Both in its capacity as an employer and service provider Hatley Parish Council has a commitment to making all efforts to prevent discrimination against any of its staff, hirers or users of the Village Hall, on the grounds of age, class, colour, religion, culture, political beliefs, gender, disability, or sexual orientation.
- Hatley Parish Council is opposed to discriminatory attitudes, behaviour and practices on any of these grounds.
- Hatley Parish Council aims to translate these aims into practice in all aspects of its work.

Principles

- To ensure that no one individual or group receives less favourable treatment than any other due to their diversity.
- To promote awareness of and commitment to Equal Opportunities at all levels, and seek to ensure that structures, groups and individuals operate in accordance with these principles.
- To ensure that all external activities reflect the organisations commitment to Equal Opportunities.
- To examine the structure of the organisation and its decision-making processes at all levels and where necessary to develop procedures which will combat the discrimination.
- To ensure fairness and equality of treatment in all employment practices.
- To aim to provide an environment within the Parish Council meetings and Village Hall in which no employee, volunteer or user feels under threat or intimidated.
- To ensure that this policy is communicated to all Council members, employees, volunteers, hirers and users of the Village Hall.

Responsibility for implementation

- Ensuring the policy is implemented is ultimately the responsibility of Hatley Parish Council, however its ethos should underpin all activity within the Village Hall irrespective of who is running it. Hatley Parish Council will be responsible for communication and general application of the policy throughout and for monitoring and evaluating its implementation.
- This policy will be reviewed every year or sooner at the Chairman's discretion.