



# Stapleford Abbots Parish Council

## EQUALITY & DIVERSITY POLICY

**Version: 1.3**

**June 2023**

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### **A Scope**

This policy applies to the Stapleford Abbots Parish Council. Where the term ‘staff’ is used, this includes any staff (paid and voluntary) working for the Council. This policy is aimed at all Councillors and staff working for Stapleford Abbots Parish Council.

### **B Confidential Notice & Intellectual Property**

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### **C Document Details**

<b>Policy</b>	<i>Equality &amp; Diversity Policy</i>
<b>Policy Statement</b>	<i>This document sets out an Equality &amp; Diversity Policy to use by Stapleford Abbots PC</i>
<b>Version Number</b>	<i>1.3</i>
<b>Version Date</b>	<i>05/2023</i>
<b>Review Date</b>	<i>05/2024</i>
<b>Author</b>	<i>J Jackson</i>
<b>Responsible Owner</b>	<i>Stapleford Abbots Parish Council</i>
<b>Approving Body</b>	<i>Stapleford Abbots Parish Council</i>

## **D Revision History**

<b>Version</b>	<b>Revision Date</b>	<b>Details of Changes</b>	<b>Author</b>
1.1	01/06/2021	First version	SAPC
1.2	01/06/2022	Current version	SAPC
1.3	01/06/2023	Current version	SAPC

## **E Freedom of Information**

If requested, this document may be made available to the public and persons outside the Council as part of Stapleford Abbots Parish Council's commitment to transparency and compliance with the Freedom of Information Act.

## **F Accessibility**

This document can be made available in other styles, formats, sizes, languages and media in order to enable anyone who is interested in its content to have the opportunity to read and understand it. Any such requests should be made to the Clerk.

## **G Dissemination**

This policy will be disseminated to all staff. All staff will have to read this policy at publication and every time there is an update or change to the policy. The Stapleford Abbots Parish Councillors will have the overall responsibility for implementing the policy.

## **H Review**

This policy will be reviewed every year or when new evidence, policy or guidelines come to light necessitating an update / change. The policy review and update will be the responsibility of the Stapleford Abbots Parish Council.

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## **Equality and diversity Statement**

The Stapleford Abbots Parish Council aims to provide equality and fairness in all our dealings with our parishioners, councillors and employees. The Parish Council aims to recognise these different needs and to minimise potential issues of exclusion and discrimination.

We will not discriminate on grounds of:

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

The Parish Council is committed to delivering excellent public service. We recognise the different needs of our parishioners and minimise potential issues of exclusion and discrimination. The process of Equality Impact Assessments allows us to consider in detail how our policies and functions could be further changed to make services even more accessible. The Council also aims to provide inclusive, respectful and discrimination-free work environment for our staff. We use best practice in employment in accordance with legislation. This ensures that employees feel respected and able to give their best. As far as possible, we would like our employees and Councillors to be broadly representative of all sections of Society.