



## North Leverton with Hablesthorpe Parish Council

### Equality and Diversity Policy

Document Control	
Date Adopted or reviewed	May 2022
Details	Reviewed. Previous Clerk details removed. Document Control set up. Next Review due September 2023

North Leverton with Hablesthorpe Parish Council is committed to complying with both current and future legislation with regard to diversity and equality. The council believes that meeting the needs of everyone we come into contact with can only be achieved through recognising and appreciating the value of each individual.

Our aim is to create an environment that respects the diversity of everyone to enable them to achieve their full potential, to contribute fully, derive maximum benefit and enjoyment from any contact or involvement with the Parish Council.

To this end the council is committed to and will strive to embed in all its activities, the following principles:

- To receive a professional and appropriate service.
- To be treated with respect and dignity
- To be treated fairly with regard to all procedures, assessments and choices.
- To receive encouragement to reach their full potential.
- NO form of intimidation, bullying or harassment will be tolerated.

To achieve the above, it is recognised that responsibility does not just lie with North Leverton with Hablesthorpe Parish Council as a corporate body, but with individual councillors together with any other person acting on behalf of or representing the council. All of the foregoing must individually and collectively uphold these principles and act in accordance with them in their dealings or interaction with others.

## **Statutory Duty.**

As a local authority leading and speaking on behalf of the community, the council will play its part in making society fairer by tackling discrimination and providing equality of opportunities for all. The Equality Act places a duty on the council to work to:

- Eliminate discrimination, harassment, victimisation and any other conduct prohibited under the Act.
- Advance equality of opportunity between persons who share a protected characteristic and persons who do not. Foster good relations between persons who share a protected characteristic and persons who do not.
- NO individual will be unjustifiably discriminated against. This includes but is not limited to the following (known as protected under the Equalities Act.)

Age, Disability - Gender reassignment - Marriage and Civil Partnerships - Pregnancy and Maternity - Race - Religion and Beliefs - Sex - Sexual Orientation.

North Leverton with Hablethorpe Parish Council is committed to counter discrimination in any form and to be supportive of others with the same objectives.