



Equality and Diversity Policy

1. Policy Statement

Milton Malsor Parish Council is committed to promoting equality, diversity and inclusion in all aspects of its work and decision-making.

The Council recognises its responsibilities under the [Equality Act 2010](#) and will ensure that no individual is treated less favourably on the basis of a protected characteristic.

The Council will promote a culture of fairness, respect, and dignity in its dealings with residents, employees, councillors, contractors, and visitors.

2. Scope of the Policy

This policy applies to:

- Parish councillors
- Employees of the Parish Council
- Members of the public engaging with the Council

3. Protected Characteristics

The Council will not discriminate against individuals on the basis of the protected characteristics defined in the [Equality Act 2010](#), which include:

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

4. Principles

Milton Malsor Parish Council will:

- Promote equality of opportunity
- Treat everyone with fairness and respect
- Ensure its policies and decisions do not discriminate unfairly
- Take steps to remove barriers to participation
- Foster good relations between different groups within the community

- Challenge discrimination where it occurs

5. Employment

The Parish Council will ensure that employment practices are fair and transparent.

This includes:

- Fair recruitment and selection processes
- Equal access to training and development (where applicable)
- A working environment free from discrimination and harassment
- Support for employees where reasonable adjustments may be required

6. Service Delivery

The Council will seek to ensure that its services and facilities are accessible and inclusive where possible

This includes:

- Holding meetings in accessible locations where possible
- Communicating information clearly and appropriately
- Considering the needs of different groups when making decisions
- Ensuring public consultations are open and inclusive

7. Harassment and Discrimination

The Parish Council will not tolerate discrimination, harassment, or victimisation. Any such behaviour may be addressed through the Council's complaints or disciplinary procedures.

8. Responsibility

All councillors, employees and individuals working on behalf of the Council share responsibility for implementing this policy.

The Parish Clerk will assist the Council in monitoring compliance and addressing any concerns.

9. Complaints

Anyone who believes they have been treated unfairly in relation to this policy may raise the matter:

- Informally with the Parish Clerk; or
- Through the Parish Council's formal complaints procedure.

Complaints will be investigated fairly and confidentially where possible.

Reviewed by Milton Malsor Parish Council: March 2026

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Next Review Date: March 2028