



## Equality and Diversity Policy

### 1 INTRODUCTION

Beetham Parish Council (“the Council”) is committed to providing and promoting equal opportunities, eliminating discrimination, harassment, Victimisation, and encouraging diversity in the community. The Council aims to create a culture that respects and values each other’s differences and which promotes dignity, equality, and diversity.

### 2 PURPOSE

The Council recognises that supporting equality is of primary importance. This policy will help Councillors and employees of the Council to develop sound and effective policies which impact on the local community, whilst ensuring that the Council meets its commitments under the Equality Act 2010.

### 3 SCOPE

This policy applies to all employees, volunteers, contractors, and elected members of the Council.

It is the responsibility of every employee and Councillor of the Parish Council to ensure that they do not discriminate in any way. All employees and Councillors have a duty to uphold principles of equal opportunities. Any breach of this policy will be considered by a special meeting of the Council

### 4 EQUALITY ACT 2010

The Equality Act 2010 applies to public bodies and others carrying out public duties. It supports sound decision making by ensuring that consideration is given to how different individuals may be affected by activities, policies and services provided. The Equality Act 2010 places a public sector duty on the Council to work toward:

- Elimination of discrimination, harassment, victimisation, and any other conduct prohibited under the Act.
- Advance equality of opportunity between individuals who share a protected characteristic and those who don’t share that characteristic.
- Foster good relations between individuals who share a protected characteristic and those who don’t share that characteristic.

No individual is to be subjected to discrimination. This includes but is not limited to the following characteristics (known as protected characteristics under the Act):

Age

Disability

Gender

Marital status and civil partnerships

Pregnancy and maternity

Race

Religion and beliefs

Sexual orientation

Ethnic origin

Nationality



## 5 EQUALITY COMMITMENTS

The Council supports the principles and practices of the Equality Act 2020 and recognises it is the duty of all Councillors and employees to accept their personal responsibility to foster a fully integrated community at work by respecting and adhering to the principles of equality for all.

The Council will provide appropriate training for staff and Councillors

The Council will actively promote equality throughout the organisation through the application of policies which ensure that individuals receive treatment that is fair, equitable, and consistent with their relevant aptitudes, potentials, skills, experience, and abilities.

The Council is committed to:

- Promoting equal opportunity for all individuals
- Promoting a harmonious environment in which all individuals are valued and treated with respect
- Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation.
- Fulfilling its legal obligations under the Equality Act 2010.

Approved: September 2025

Review: Not later than September 2027