

# Equality and Diversity Policy

Adoption Date:	January 2026
Review Date:	January 2027

## 1. Policy Statement

Collingham Parish Council is committed to providing equality of opportunity and fairness for all in its activities, services and decision-making. The Council recognises and values the diversity of the community it serves and those who work with or for the Council.

The Council will not tolerate unlawful discrimination, harassment, bullying or victimisation and will take appropriate action where such behaviour occurs.

## 2. Scope

This policy applies to all councillors, employees, volunteers, contractors and any other persons engaged in or affected by the Council's work, as well as members of the public accessing Council services or facilities.

## 3. Legal Framework

The Council acknowledges its responsibilities under the Equality Act 2010 and, in exercising its functions, will have due regard to the Public Sector Equality Duty. This requires the Council to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not

The protected characteristics under the Equality Act 2010 are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

## 4. Responsibilities

Responsibility for implementing this policy rests with the Council as a corporate body and with individual councillors, employees, volunteers and contractors. All are expected to act in accordance with this policy and to treat others with dignity and respect.

## 5. Employment, Volunteering and Appointments

The Council will ensure that recruitment, employment, training and volunteering opportunities are based on merit and ability and are free from unlawful discrimination. Reasonable adjustments will be made where practicable to support individuals with specific needs.

## 6. Service Delivery and Community Engagement

The Council will seek to ensure that its services, communications and engagement activities are accessible and inclusive, and that equality considerations are taken into account when developing policies, projects and community initiatives.

## 7. Complaints and Breaches

Any concerns or complaints relating to discrimination, harassment or unequal treatment will be taken seriously and addressed promptly. Complaints will be handled in accordance with the Council's Complaints Procedure or Code of Conduct, as appropriate.

## 8. Monitoring and Review

This policy will be reviewed regularly to ensure continued compliance with legislation and good practice.