

Lolworth Parish Meeting

EQUALITY POLICY

POLICY STATEMENT

We seek to develop an environment where we treat everyone as individuals, fairly and in a consistent way. We work within the spirit and the practice of the Equality Act 2010 by promoting a culture of respect and dignity and actively challenging discrimination, should it ever arise. We will remove unnecessary barriers for those seeking opportunities through training and development, promotion and career planning.

1. Lolworth Parish Meeting has no employees but recognises that discrimination and victimisation is unacceptable and that it is in the interests of the Parish Meeting to utilise the skills of the whole village. It is the aim of the Parish Meeting to ensure that no-one receives less favourable facilities or treatment (either directly or indirectly) in recruitment, involvement in communal activities or potential employment on grounds of age, disability, gender / gender reassignment, marriage / civil partnership, pregnancy / maternity, race, religion or belief, sex, or sexual orientation (the **protected characteristics**).
2. Lolworth Parish Meeting opposes all forms of unlawful and unfair discrimination or victimisation. To that end the purpose of this policy is to provide equality and fairness for all sections of society.
3. All volunteers, whether part-time, full-time or temporary, will be treated fairly and with respect. Selection for any benefit will be on the basis of aptitude and ability.
4. In the provision of the Parish Meeting's services we will not discriminate directly or indirectly, or harass those dealing with us because of any protected characteristic.
5. This policy and the associated arrangements shall operate in accordance with statutory requirements. In addition, full account will be taken of any guidance or Codes of Practice issued by the Equality and Human Rights Commission, any Government Departments, and any other statutory bodies. The policy will be monitored and reviewed annually.

OUR COMMITMENT

- To create an environment in which individual differences and the contributions of all our volunteers are recognised and valued.
- Every volunteer is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.

RESPONSIBILITIES OF MANAGEMENT

Responsibility for ensuring the effective implementation and operation of the arrangements will rest with the Chairman and Clerk of the Parish Meeting who will ensure that they and their volunteers operate within this policy and arrangements, and that all reasonable and practical steps are taken to avoid discrimination. They will ensure that:

- all volunteers are aware of the policy and the arrangements, and the reasons for the policy;
- grievances concerning discrimination are dealt with properly, fairly and as quickly as possible;
- proper records are maintained.

RESPONSIBILITIES OF VOLUNTEERS

Responsibility for ensuring that there is no unlawful discrimination rests with all volunteers and their attitudes are crucial to the successful operation of this policy. In particular, all volunteers should:

- comply with the policy and arrangements;
- not discriminate in their day to day activities or induce others to do so;
- not victimise, harass or intimidate others who have, or are perceived to have one of the protected characteristics.
- ensure no individual is discriminated against or harassed because of their association with another individual who has a protected characteristic.
- inform the Clerk if they become aware of any discriminatory practice.

To be reviewed annually.

Adopted by the Parish Meeting on [21 November 2024]
