Tur Langton Parish Council
Equality, Diversity and Equal Opportunities Policy

Adopted 15/09/26 for review September 2027

1. Introduction

Tur Langton Parish Council is committed to providing and promoting equal opportunities, eliminating discrimination and encouraging diversity in the community in the provision of services and employment.

2. Legal Position

The Equality Act 2010 states that it is unlawful to discriminate against an individual on the following grounds:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion or belief
- Sex
- Sexual Orientation

These are known as protected characteristics.

The Parish Council will fulfil its legal responsibilities under this legislation.

3. Commitments as an employer

a. The Parish Council's commitment to Equality, Diversity and Equal Opportunities is reflected in its Recruitment Policy.
b. The Parish Council will ensure that training opportunities are not withheld from the clerk on the grounds of any protected characteristic. The same applies to attendance at events etc.
c. Points 4a and 4b below also apply to the clerk.
d. A newly appointed clerk will make themself familiar with the council's Equality, Diversity and Equal Opportunities Policy as part of the induction process

4. Commitments when working together as a council

a. The council will create an environment in which individual differences and contributions of all councillors and the clerk are recognised and valued.
b. The council's working practices will promote dignity and respect to all. No form of direct or indirect discrimination, victimisation or harassment on the grounds of any protected characteristic or other grounds will be tolerated.
c. All councillors will have equal opportunities to access training and attend events, regardless of any protected characteristic or for any other reason.
d. Points 4a to 4c above also apply to working practices involving volunteers and representatives from outside agencies.

5. Commitments as a Community Leader

The Parish Council is committed to creating a socially inclusive and cohesive community by

a. Promoting Equal Opportunities and equal access to employment, services and information
b. Identifying and addressing the barriers that different groups face to participation in community life
c. Respecting the diversity of our community
d. Working with others to ensure the Tur Langton is a safe place in which to live, work and visit
e. Listening and responding to the views of residents through consultation methods that are accessible to all
f. Ensuring the communications produced and events held positively reflect and promote the diversity of the community and are fully accessible.

6. Commitments as a Service Provider

The Parish Council is committed to ensuring that its services are accessible to all by:

a. Ensuring that residents are aware of the council's services and that information provided about these services is accessible to all
b. Delivering services that are sensitive to residents' needs
c. Ensuring that all those in the community are able to visit the council's meeting room
d. Ensuring consultation is undertaken in ways which enable all sections of the community to participate.

7. Commitments as a procurer of goods and services

a. The Parish Council will not discriminate against any service provider on grounds of any protected characteristic in the selection process or when working with providers of goods or services
b. The Parish Council will not tolerate any instance of discrimination on the part of any service provider that they engage.