

Morwenstow Parish Council - Equality & Diversity Policy

We are dedicated to encouraging an equal, diverse, supportive and inclusive culture in our workplace.

We aim to eliminate unlawful discrimination and promote diversity throughout the whole workforce.

We want our Staff and Councillors to be representative of all sections of society. We will achieve this through equal opportunities given to all job applicants and employees.

We are also committed against unlawful discrimination of customers or the public.

Our policy's purpose

This policy reinforces our commitment to equality and fairness throughout our organisation. Our commitment to employees is that we will not provide less favourable treatment on the grounds of:

- age
- disability
- gender reassignment
- marriage or civil partnership
- pregnancy and maternity
- race (including colour, nationality, and ethnic or national origin)
- religion or belief
- sex
- sexual orientation

We oppose and avoid all forms of unlawful discrimination, including:

- pay & benefits
- terms and conditions of employment
- dealing with grievances and discipline
- dismissal
- redundancy
- leave for parents
- requests for flexible working
- selection for employment, promotion, training or other developmental opportunities

We will treat all employees fairly and with respect, whether they are part-time, full-time, or temporary. When selected for employment, promotion, training, or other benefits, it will be based on aptitude and ability only.

Our commitments

Morwenstow Parish Council commits to:

1. Encourage equality, diversity, and inclusion in the workplace.
2. Take a zero-tolerance stance on bullying, harassment, victimisation, and unlawful discrimination. This includes promoting dignity and respect for all, taking seriously complaints of unfavourable treatment, and disciplining those that breach this policy.
3. Make opportunities for training, development, and progress available to all staff.
4. Make decisions on hiring, promotions, and benefits based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).
5. Regularly review practices and procedures to ensure fairness, update them where necessary to take account of changes in the law.
6. Monitor the make-up of the workforce regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality,
7. To encourage staff to speak up if they feel they have been subject to discrimination.
8. To encourage our employees to treat everyone with dignity and respect.

Agreement to follow this policy

The equality, diversity and inclusion policy is fully supported by senior management.

We will monitor and review this policy annually to ensure that our ongoing mission to provide an equal and diverse workplace is fulfilled.

Morwenstow Parish Council

Adopted: 15th March 2023

Reviewed: 20th March 2024

19th March 2025.

