Equality and Diversity Policy

1. **Introduction**

1.1 Kingsbury Parish Council (KPC) values diversity and is committed to equal opportunities in employment.

1.2 KPC will ensure the work environment is a place where everyone is treated with dignity and respect, free from harassment, bullying, and discrimination. This policy will help councillors and those who work for the Council to make decisions objectively while respecting differences and promoting dignity, equality and diversity.

1.3 KPC aims to avoid barriers, bias or discrimination that would prevent individuals or groups from realising their potential and contributing fully to the community we serve. The Council is opposed to unfair discrimination and will treat all employees and others fairly, avoiding discrimination on grounds of:

- Sex or gender
- Marital or civil partnership status
- Pregnancy or maternity
- Breast Feeding
- Religious belief
- Political opinion
- Race
- Disability
- Sexual orientation
- Age

1.4 KPC will challenge discrimination and aim to provide equality and fairness to all in the community. All Members and Officers will be made aware of and helped to understand their obligations under the Equality Act 2010 (Amendment) Regulation 2023.

1.5 KPC is committed to:

- Promoting equality of opportunity.
- Promoting a good and harmonious environment in which all people are treated with respect.
- Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation. Fulfilling our legal obligations under equality legislation and associated codes of practice.
- Complying with our own policies and procedures
- Taking lawful affirmative and positive action where appropriate.

1.6 The Clerk and Chair will monitor the WALC website and general media channels for any updates to ensure changes to the law are considered and this policy kept up to date.

1.7 In addition to the councils' internal procedures, any person has the right to pursue complaints of discrimination under the Equality Act 2010 (Amendment) Regulation 2023.

2. **Reviews**

2.1 This policy will be reviewed every 2 years, or earlier if the law changes.

Adopted at the Parish Council Meeting on 22nd October 2024 (Minute 404)

3. **Revision Control**

Revision	Details of Change
Jul 22	New
Oct 24	Re-formatted on new template. Equality Act 2010 updated to include reference to (Amendment) Regulation 2023 Breast Feeding added at Para 1.3 Review period added at Para 2 Minor typos and grammar changes made
Mar 26	Contact email address updated. 2.1 review period added
June 26	Reviewed and adopted MIN 697