

Rusper Parish Council



Working with and for the community

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Equality and Diversity Policy

1. Introduction

1.1 Rusper Parish Council is committed to creating a community and workplace that values diversity, promotes equality, and is free from discrimination.

2. Purpose

2.1 The purpose of this policy is to:

- Promote equality of opportunity.
- Eliminate unlawful discrimination.
- Foster good relations between different people in the community.

3. Our Commitment

3.1 We will not tolerate discrimination, harassment, or victimisation on the grounds of:

- Age
- Disability
- Gender reassignment
- Race or ethnicity
- Religion or belief
- Sex
- Sexual orientation
- Marriage or civil partnership
- Pregnancy or maternity

4. Employment and Staffing

4.1 The Council aims to be an equal opportunity employer. We will:

- Recruit and select fairly, based on skills and experience.

- Provide training and development opportunities to all staff.
- Treat all employees with dignity and respect.
- Make reasonable adjustments for disabled employees or candidates.

5. Councillors and Volunteers

5.1 Councillors and volunteers must also uphold this policy by treating everyone with fairness and respect, and by challenging discrimination where it arises.

6. Service Delivery

6.1 The Council will:

- Ensure services are accessible and fairly delivered.
- Consider the needs of different groups when planning activities.
- Use inclusive language and communication methods where possible.

7. Monitoring and Review

7.1 The Clerk will monitor the implementation of this policy. It will be reviewed at least every two years or in response to changes in legislation or guidance.

Adopted: