

# **CRASTER PARISH COUNCIL**

## **Equality and Diversity Policy**

Craster Parish Council is dedicated to encouraging a supportive and inclusive culture amongst the whole council. It is within our best interest to promote diversity and eliminate discrimination in the workplace.

Our aim is to ensure that all participants are given equal opportunity and that our organisation is representative of all sections of society. Each participant will be respected and valued and be able to give their best as a result.

This policy reinforces our commitment to providing equality and fairness to all our participants, and not provide less favourable facilities or treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, or sex and sexual orientation. We are opposed to all forms of unlawful and unfair discrimination.

All participants, no matter whether they are part-time, full-time, voluntary or temporary, will be treated fairly and with respect. When Craster Parish Council selects candidates for council work or training or any other benefit, it will be on the basis of their commitment, aptitude and ability.

All Craster Parish volunteers and employees will be given help and encouragement to develop their full potential and utilise their unique talents. Therefore, the skills and resources of our organization will be fully utilised and we will maximise the efficiency of our committee.

### **CRASTER PARISH COUNCIL COMMITMENTS.**

- . To create an environment in which individual differences and the contributions of all are recognised and valued.
- . To create a working environment that promotes dignity and respect for every participant.
- . To not tolerate any form of intimidation, bullying, or harassment and to discipline those that breach this policy.
- . To make training, development and progression opportunities available to all members.
- . To promote equality in the workplace, which CRASTER PARISH COUNCIL believes is good council practice and makes sound working sense.
- . To encourage anyone who feels they have been subject to discrimination to raise their concerns so we can apply corrective measures.
- . To encourage all participants to treat everyone with dignity and respect.
- . To regularly review all our practices and procedures so that fairness is maintained at all times.

CRASTER PARISH COUNCIL will inform all members that an equality and diversity policy is in operation and that they are obligated to comply with its requirements and promote fairness in council meetings. The policy will also be drawn to the attention of funding agencies, funding and job applicants and shared agency project workers.

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Craster Parish Council equality and diversity policy is fully supported by all members and employees of the Parish Council and has been agreed by all representatives.

Our policy will be monitored and reviewed annually to ensure that equality and diversity is continually promoted in the workplace.

Our policy will be read and reviewed in conjunction with our Standing Orders.