

Equality Diversity and Inclusion Policy

Introduction

Allington Parish Council is committed to encouraging equality, diversity and inclusion among Councillors and workforce, and eliminating unlawful discrimination.

The aim is for members of our organisation to be truly representative of all sections of society and for each member to feel respected and able to give their best.

The Parish Council, in serving the community, is committed to prevent and/or eliminate unlawful discrimination.

Our Policy Purpose

This policy's purpose is to:

1. Provide equality, fairness and respect for Councillors and employees, whether temporary, part-time or full-time.
2. Avoid unlawful discrimination under the Equality Act 2010 protected characteristics 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 or sexual orientation.
3. Oppose and avoid all forms of unlawful discrimination in the following areas:
Pay and 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.

Our commitments

The Parish Council commits to:

1. Encouraging equality, diversity and inclusion in council and in the workplace.
2. Creating a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all and where individual differences and the contributions of Councillors and staff are recognised and valued.

This commitment includes the training of Councillors and employees in their rights and responsibilities under this policy. Councillors and employees should understand they can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their duties.

3. Taking seriously complaints of bullying, harassment, victimisation and unlawful discrimination by Councillors, fellow employees, members of the public and others during the course of Council activities.

Such acts will be dealt with as misconduct under the Council's complaints procedures where appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice in the case of PC employees or, in the case of Councillors, severe censure and possibly legal action.

Should allegations involve sexual harassment or sexual assault, resulting action could be taken under employment rights or criminal legislation. Harassment, under the Protection from Harassment Act 1997 – is not limited to circumstances where harassment relates to a protected characteristic and is a criminal offence.

4. Making opportunities for training, development and progress available to all Councillors and employees. They should be helped and encouraged to develop their full potential to maximise the efficiency of the organisation.

5. Making decisions concerning staff being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).

6. Reviewing employment practices and procedures in order to ensure fairness and to update policies in line with changes in the law.

7. Monitoring the make-up of the workforce considering factors such as age, sex, ethnic background, sexual orientation, religion or belief, and disability. This will be to encourage equality, diversity and inclusion in meeting the aims and commitments set out in this policy.

Monitoring will also include an assessment of how the equality, diversity and inclusion policy and any supporting action plan, are working in practice. They should be reviewed annually taking necessary action to address any issues.

Agreement to follow this policy.

The equality, diversity and inclusion policy is fully supported by the Council and the Clerk and has been agreed.

Our disciplinary and grievance procedures

Details of the organisation's grievance and disciplinary policies and procedures can be found at: allington.parish.lincolnshire.gov.uk

Use of the organisation's grievance or disciplinary procedures does not affect an employee's right to make a claim to an employment tribunal within three months of the alleged discrimination.

Adopted September 2024

Due for Review May 2025

