

## ALDENHAM PARISH COUNCIL

### Equality & Diversity Policy

Aldenham Parish Council (APC) is committed to providing and promoting equal opportunities, eliminating discrimination and encouraging diversity amongst the community it serves. The purpose of this policy is to provide equality and fairness for all and not to discriminate on grounds of sex, marital or civil partnership status, race, ethnic origin, nationality, national origin, disability, religion or belief, sexual orientation, or age. These are known 'protected characteristics'.

#### As a community leader and advocate

APC is committed to working for a socially inclusive and cohesive community and in the exercise of all of the council's function it will have regard to:

- Advance equality of opportunity between those who share a protected characteristic and those who do not.
- Foster good relations between those who share a protected characteristic and those who do not.
- Eliminate unlawful discrimination, harassment and victimization.
- Identify and address the barriers that different groups face to participation in community life.
- Promote equal access to employment, services and information and fair and equitable distribution of resources.
- Respect and celebrate the diversity of our community.
- Work with others to ensure that the Parish of Aldenham is a safe place to live, work or visit.
- Listen and respond to the views of our communities through appropriate consultation and participation mechanisms that are accessible to all.
- Ensure APC's communications and events positively reflect and promote the diversity of our communities and are full accessible.

#### As a service provider

APC are committed to ensuring that our services are accessible to all by:

- Ensuring the residents of the parish are aware of the services provided by APC and that APC deliver its services in ways that are sensitive to resident's needs.
- Ensuring that all those in the community are able to visit the APC offices, facilities and open spaces.
- Ensuring that the information APC provide about its services is accessible to the community.
- Consulting on the development and monitoring of our policies and services in ways which enable all sections of our community to participate.

#### As an employer

APC's aim is that its workforce will be truly representative of all sections of society and each employee feels respected and able to give of their best. All employees, whether part/full time or temporary, will be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. All employees will be helped and encouraged to develop their full potential to maximise the efficiency of the organisation.

APC commitment:

- To create an environment in which individual differences and the contributions of all our staff are recognised and valued
- Every employee is entitled to a working environment that promotes dignity and respect to all. No intimidation, bullying or harassment will be tolerated.
- Training and development opportunities are available to all staff.
- Equality in the workplace is good management practice and makes business sense.
- APC will keep all our employment practices and procedures under review to ensure fairness (HR consultant will be used for this purpose).
- Breaches of this policy will be regarded as misconduct and could lead to disciplinary proceedings.

This policy was adopted by Aldenham Parish Council at its meeting of ----- 2021 and will be reviewed when necessary.