

# Equality, Diversity, and Inclusion Policy for Egginton Parish Council

1. Egginton Parish Council is committed to promoting equality, diversity, and inclusion in all aspects of its work. This policy outlines our commitment to creating a supportive and inclusive environment that respects and values the diversity of our parish and ensures equal opportunities for all members of our community.
2. Policy Statement 2.1. Egginton Parish Council recognizes and values the diversity of individuals and communities within our parish, irrespective of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation. 2.2. Egginton Parish Council is dedicated to promoting equality of opportunity and eliminating any form of discrimination, harassment, or victimization in all aspects of its activities. 2.3. The council is committed to fostering an inclusive culture that encourages and supports the participation of all individuals in decision-making processes.
3. Responsibility 3.1. The Egginton Parish Council is responsible for ensuring the effective implementation and promotion of this policy. 3.2. All council members, staff, volunteers, contractors, and service users have a responsibility to comply with this policy and support its aims and objectives.
4. Implementation 4.1. Egginton Parish Council will take proactive measures to embed equality, diversity, and inclusion within its policies, procedures, and practices. 4.2. The council will ensure that all policies and procedures comply with relevant legislation, including the Equality Act 2010. 4.3. Reasonable adjustments will be made to accommodate the needs of individuals with disabilities to ensure equal access to council activities and services.
5. Promoting Equality, Diversity, and Inclusion 5.1. Egginton Parish Council will actively promote equality, diversity, and inclusion within the parish through various means, including: a) Encouraging diverse representation and participation in council activities and decision-making processes. b) Engaging with community groups, organizations, and individuals to foster inclusion and address any concerns or issues related to equality and diversity. c) Regularly reviewing recruitment and selection processes to ensure fair and equal opportunities for all individuals. d) Providing information, services, and facilities through the website that are accessible to all members of the community, including those with disabilities. e) Challenging any form of discrimination, harassment, or victimization, taking appropriate disciplinary action when necessary. f) Promoting awareness and understanding of equality, diversity, and inclusion through public communications and events.

6. Monitoring and Review 6.1. Egginton Parish Council will monitor and review the effectiveness of this policy regularly to ensure its objectives are being met. 6.2. Feedback and suggestions from members of the community will be considered in the review process. 6.3. Any necessary updates or amendments to the policy will be made to reflect changes in legislation and best practices.
7. Grievance and Complaints 7.1. Egginton Parish Council will ensure that appropriate procedures are in place for individuals to raise concerns, grievances, or complaints regarding equality, diversity, or inclusion issues. 7.2. Any complaints will be taken seriously, treated confidentially, and investigated promptly and impartially. 7.3. Any individual found to be in breach of this policy may be subject to disciplinary action.
8. Adoption and Communication 8.1. This policy will be communicated to all council members, staff, volunteers, contractors, and service users. 8.2. The policy will be made available on Egginton Parish Council's website and other appropriate communication channels. 8.3. All new council members, staff, and volunteers will receive a copy of this policy as part of their induction process.

By adhering to this policy, Egginton Parish Council aims to create an inclusive and welcoming environment where everyone feels respected, valued, and able to participate fully in the life of the community.

January 2024