



Stoke-sub-Hamdon Parish Council

Equality and Diversity Policy

1. Introduction

This policy outlines Stoke-sub-Hamdon's commitment to promoting equality, diversity, and inclusion in all aspects of its work, services, and employment practices.

2. Legal Framework

We are committed to complying with the **Equality Act 2010** and all relevant legislation that protects individuals from discrimination based on:

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

3. Scope

This policy applies to:

- Councillors
- Employees
- Volunteers
- Contractors
- Members of the public engaging with the council

4. Our Commitments

We will:

- Treat everyone with dignity and respect
- Promote equal access to services and opportunities
- Challenge discrimination, harassment, and victimisation
- Foster a culture of inclusion and fairness

5. Responsibilities

- **Council Members:** Lead by example and uphold this policy
- **Employees and Volunteers:** Ensure their conduct reflects the council's values
- **Clerk/Manager:** Monitor compliance and address breaches

6. Recruitment and Employment

- Recruitment decisions will be based on merit and suitability
- Reasonable adjustments will be made for disabled applicants and employees
- Training will be provided to support inclusive practices

7. Service Delivery

- Services will be designed to meet diverse community needs
- Feedback will be encouraged to improve accessibility and fairness

8. Monitoring and Review

- This policy will be reviewed annually
- Equality data may be collected to inform improvements

9. Complaints and Breaches

- Any breaches of this policy will be taken seriously
- Complaints can be raised through the council's grievance procedure

**Adopted by Stoke-sub-Hamdon Parish Council at a meeting held on
5th November 2025.**

Review Date: November 2026