Equality and Diversity Policy
Wollaston Parish Council

1. Introduction
Wollaston Parish Council is committed to promoting equality, diversity, and inclusion in all aspects of its work and ensuring that no individual or group is discriminated against in the delivery of its services or in its employment practices.

2. Legal Framework
This policy is based on the Equality Act 2010, which protects individuals from discrimination based on the following protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including ethnicity, nationality, and national origin)
- Religion or belief
- Sex
- Sexual orientation

3. Policy Statement
The Parish Council will:

- Treat all individuals with dignity and respect.
- Ensure fair and equal access to council services and facilities.
- Oppose all forms of unlawful and unfair discrimination.
- Foster a culture of inclusion and respect within the council and the community.
- Promote equality of opportunity in recruitment, employment, and training.
- Take proactive steps to identify and address discrimination or bias.

4. Responsibilities

- **Parish Councillors and Staff**: Must adhere to this policy, challenge discrimination, and promote equality in their interactions.
- **The Clerk**: Will ensure this policy is implemented effectively and review it bi-annually or sooner if required.
- **Residents and Partners**: Expected to uphold the principles of equality and respect when engaging with the council.

5. Council Decision-Making
The Parish Council will ensure that its decisions consider the impact on different groups and do not disproportionately disadvantage any protected characteristic. An Equality Impact Assessment may be conducted where appropriate.

6. Community Engagement

- The council will actively engage with diverse communities to understand their needs and ensure their voices are heard.
- Public meetings and consultations will be accessible to all.

7. Complaints and Reporting Discrimination

- Any complaints of discrimination, harassment, or unfair treatment will be taken seriously and investigated appropriately.
- Residents, staff, or councillors can report concerns to the Clerk. clerk@wollastonparishcouncil.gov.uk

8. Review and Monitoring

- This policy will be reviewed bi-annually or as required to ensure compliance with legal changes and best practices.
- Progress on equality objectives will be monitored and reported to the council.

9. Adoption of the Policy
This policy was adopted by Wollaston Parish Council July 2026 and will be reviewed in July 2027.

Signed_____

Chair

Signed_____

Clerk

Date: