



# Equality and Diversity Policy

Adopted by Marden Parish Council: May 2024

Reviewed/Amended on:

Review date: March 2025

Office Opening Times:

Mondays, Tuesdays & Fridays 10am - 12 noon

[www.mardenkent-pc.gov.uk](http://www.mardenkent-pc.gov.uk)

Email: [clerk@mardenkent-pc.gov.uk](mailto:clerk@mardenkent-pc.gov.uk)

Parish Council Equality and Diversity Policy

# MARDEN PARISH COUNCIL

## EQUALITY AND DIVERSITY POLICY

Marden Parish Council's aim is to commit that, at all times, it ensures that equality and diversity is shown to everyone and reflects in everything which it does, from employment of staff, policy and any decision making, working with partners and with the community.

Employees, members of the council, volunteers, partners, residents and customers will all be treated fairly and equally and MPC ensures that everyone has access to all services.

**MPC acknowledges that it has a role in the pursuit of opportunity for all and it seeks to work within the context of the Equality Act 2010.**

It is MPC's policy to provide representation, information, facilities, services and employment to all irrespective of:

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

It is unlawful to discriminate against an individual on any of the above grounds (known as Protected Characteristics).

### **Responsibility**

Employees and Councillors also have responsibilities and should:

- Follow measures introduced to make sure there is equality of opportunity and no discrimination;
- Ensure that they do not discriminate against anybody;
- Bring to the clerk's attention (or Chairman's) any discriminatory acts or practices;
- Not victimise individuals on the grounds that they have made a complaint or provided information about discrimination;
- Not harass, abuse, bully or intimidate.

Where any employee or Councillor commits such an act in the course of Parish Council business appropriate action will be taken.

The Councillor Code of Conduct adopted by MPC places a positive duty on all Councillors to promote equality by not discriminating against others. It is essential to the successful implementation of equalities to provide leadership and support, to engage with the local community and scrutinise equality of the services and actions delivered by the Council.

### **Commitment**

MPC is committed to:

- Promoting equality of opportunity for all persons;
- Promoting a good and harmonious environment in which all persons are treated with respect;
- Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation;
- Fulfilling its legal obligations under equality legislation and associated codes of practice;
- Taking lawful affirmative and positive action where appropriate.

### **Services to the Public**

All members of the public will be treated fairly and consistently.

All services shall be provided without unlawful discrimination, harassment or victimisation.

Those using Parish Council properties and/or facilities will be afforded all possible assistance so as to ensure that they can access these, with special attention being given to those who find it difficult to access facilities on the grounds of their age or disability or other Protected Characteristic.

### **Monitoring**

Any person has the right to pursue complaints of discrimination under the Equality Act 2010.

This policy will be reviewed annually or when legislation affecting it is passed.

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