



FOVANT PARISH COUNCIL

POLICY: EQUALITY AND DIVERSITY

Adoption Date: 07/2025
Review Date: 20/07/2026

Whilst this policy embraces the principles of equality and diversity it recognises that Fovant Parish Council is small rural council with limited resources with one part time employee and does not have a permanent workplace.

1. Introduction

- I. Fovant Parish Council is an equal opportunities employer. We are committed to equality of opportunity and to providing a service following practices which are free from unfair and unlawful discrimination. The aim of this policy is to ensure that no applicant for a role or employee of the council receives unfavourable treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity requirements, race, religion or belief, sex or sexual orientation, or is disadvantaged by conditions or requirements which cannot be shown to be relevant to their performance in an employed role. It seeks to also ensure that no person is victimised or subjected to any form of bullying or harassment.
- II. We as a parish council, value people as individuals with diverse opinions, cultures, lifestyles, and circumstances. All employees are covered by this policy, and it applies to all areas of employment including recruitment, selection, training, career development and promotion. This policy and practices will be amended periodically if necessary to ensure that no unfair or unlawful discrimination whether intentional, unintentional, direct, or indirect exists.
- III. The vice chairperson has particular responsibility for implementation and monitoring of the Equality and diversity policy ensuring it is administered with objectivity and promoting equality of opportunity and eliminating unfair or unlawful discrimination.
- IV. All employees will be treated with dignity and respect. Selection for employment, promotion, training, and any other benefit will be on the basis of aptitude and ability, all employees will be helped and encouraged to meet their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the council.
- V. Equality of opportunity, valuing diversity and compliance with the law is to the benefit of all individuals in Fovant parish council as it seeks to develop the skills and capabilities of its members and employees, whilst specific responsibility for eliminating discrimination of any kind rests with the council members, individuals at all levels have the responsibility to treat others with dignity, respect and kindness.

2. Our Commitment at an Employer

- I. To create an environment where individual differences and the contribution of all the council are recognised and valued.
- II. All employees, council members and external contractors are entitled to a working environment that promotes dignity, wellness, and respect and where any form of intimidation or bullying are not tolerated and will be challenged.
- III. Training, development, and personal growth are available to all.

Adapted from SLCC model document 2019.

- IV. We will review our practices in the light of new legislation and from time to time to ensure we are promoting best practice.

3. Equal Opportunity Policy Statements

AGE: We will ensure:

- People of any age will be treated with dignity and respect.
- People of working age are given equal access to advertised roles.
- Challenge discriminatory assumptions about younger and older persons.

DISABILITY: We will

- Provide reasonable and practicable adjustments to our working environment to enable persons with a disability to access our employment opportunities.
- Challenge discriminatory assumptions about disabled persons.

RACE: We will

- Challenge racism wherever it occurs.
- Respond swiftly and sensitively to racist incidents.

GENDER: We will

- We will challenge discriminatory assumptions about men and women.
- Take positive action to redress any negative effects of discriminating against women and men.
- Offer equal access for women and men to representation, services, employment, training and pay and encourage others to do the same.
- Provide support to prevent discrimination against transsexual people who have or are about to undergo gender reassignment.

SEXUAL ORIENTATION: We will

- Ensure that we consider the needs of lesbian and gay men.
- Promote positive images of lesbian, gay and bisexual individuals.

RELIGION AND BELIEF: We will

- Ensure that employee's religion or beliefs and related observances are respected and accommodated wherever possible.
- Respect individuals' beliefs where the expression of those beliefs does not impinge on the legitimate rights of others.

PREGNANCY AND MATERNITY: We will

- Ensure that people are treated with respect and dignity and that a positive image is promoted regardless of pregnancy and maternity.
- Challenge discriminatory assumptions about the pregnancy or maternity of our employees.
- Ensure that no individual is disadvantaged and that we consider the needs of our employees if pregnant or on maternity.

MARRIAGE AND CIVIL PARTNERSHIP: We will

- Ensure that people are treated with respect and dignity and that a positive image is promoted regardless of marriage or civil partnership.
- Challenge discriminatory assumptions about marriage and civil partnerships of our employees.
- Ensure that no individual is disadvantaged and that we consider the needs of our employees' marriage and civil partnership.

EX OFFENDERS: We will

- Prevent discrimination against our employees regardless of their offending background (except where there is a known risk to children or vulnerable adults).

EQUAL PAY: We will

- Ensure that all employees, male or female, have the right to the same contractual pay and benefits for conducting the same work, work rated as equivalent work or work of equal value.