



Newby & Scalby Parish Council

EQUALITY & DIVERSITY POLICY

Adopted by Full Council
13th May 2015

The Parish Council is committed to promoting equality and diversity, providing an inclusive and supportive environment for all. Although Parish Councils are exempt from the Equality Act 2010, its spirit and principles are recognised by Council. In the implementation of this policy the Parish Council will strive to:

- ensure that people are treated solely on the basis of their abilities and potential, regardless of race, colour, nationality, ethnic origin, religious or political belief or affiliation, age, gender, gender reassignment, marital status, sexual orientation, disability, socio-economic background, or any other inappropriate distinction
- promote diversity and equality for all and value the contributions made by individuals and groups of people from diverse cultural, ethnic, socio-economic and distinctive backgrounds
- promote and sustain an inclusive and supportive environment which affirms the equal and fair treatment of individuals in fulfilling their potential and does not afford unfair privilege to any individual or group
- treat all fairly and equally
- challenge inequality and less favourable treatment wherever practicable
- promote greater participation of under-represented groups by encouraging positive action to address inequality
- promote an environment free of harassment and bullying on any grounds in relation to all.

This policy will be reviewed at intervals or in line with any changes in legislation as advised by the Clerk to the Council.

Document History		
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