WILPSHIRE PARISH COUNCIL

EQUALITY AND DIVERSITY POLICY STATEMENT OF INTENT

Wilpshire Parish Council positively welcomes and aims to support the growing diversity of the community we serve and the people we employ.

It is the aim of the Council to recognise the changing patterns of society as a whole and in particular in the community it serves and the diverse requirements that may need to be met in the future.

The Council believes that opportunity and freedom from discrimination are fundamental human rights and actively oppose all forms of discrimination.

The Council recognises its responsibilities to promote equal opportunities in employment of staff and the engagement of any contractors engaging in contracts with the Council.

This Council recognises its responsibilities under the equalities legislation and related Codes of Practice including the following:

• The Sex Discrimination Act 1975 (amended 1986)

• The Equal Pay Act 1970

• The Race Relations Act 1976, 2000 (amended), and 2003 (amended)

• The Disability Discrimination Act 1995 and amendments

• The Human Rights Act 1998

• All European regulations and Directives Through European Employment regulations.

The Council aims to provide its services without discriminating against any part of society or the residents in particular. Discrimination and harassment is unacceptable and contrary to the Council’s aim of providing quality services, the recruitment of staff and the treatment of staff and councillors.

This policy will be reviewed annually or earlier if so required by legislation or additional material

Due for Review – March 2024