



# **Waldringfield Parish Council**

## **WPC Equality and Diversity Policy**

Re-adopted 18 January 2023

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### **Equality and Diversity Policy**

Waldringfield Parish Council is committed to complying with current and future legislation with regard to diversity and equality.

The Parish Council believes that meeting the needs of our residents, councillors and staff can only be achieved through recognising and appreciating the value of each individual.

Our aim is to create an environment that respects the diversity of staff, councillors and residents and enable them to achieve their full potential, to contribute fully, derive maximum benefit and enjoyment from their contact or involvement with the Parish Council.

To this end, the Parish Council is committed to and will strive to embed in all its activities, the following rights for ALL:

- To receive a professional and appropriate service
- To be treated with respect and dignity
- To be treated fairly with regard to all procedures, assessments and choices
- To receive encouragement to reach their full potential
- NO form of intimidation, bullying or harassment will be tolerated

To achieve the above, it is recognised that responsibility does not just lie with Waldringfield Parish Council as a corporate body, but with individual councillors, members of staff, service users, appointed contractors or service providers who must all individually and collectively uphold these rights and act in accordance with them in their dealings or interaction with others.

As a local authority leading and speaking on behalf of the community, the Council will play its part in making society fairer by tackling discrimination and providing equality of opportunities for all.

The Equality Act 2010 places a duty on the Council to work to:

- Eliminate discrimination, harassment, victimisation and any other conduct prohibited under the Act
- Advance equality of opportunity between persons who share a protected characteristic and persons who do not
- Foster good relations between persons who share a protected characteristic and persons who do not
- NO individual will be unjustifiably discriminated against. This includes but is not limited to the following (known as protected characteristics under the Act):-

age  
disability  
gender reassignment  
marriage and civil partnerships  
pregnancy and maternity  
race  
religion or belief  
sex  
sexual orientation.

**Waldringfield Parish Council is committed to counter discrimination in any form and will be supportive of others with the same objectives.**