



Equality and Diversity Policy

Clipstone Parish Council is committed to providing and promoting equal opportunities, eliminating discrimination, and encouraging diversity within our community. To that end the purpose of this policy is to provide equality and fairness for all and not to discriminate on grounds of sex, marital or civil partnership status, race, ethnic origin, nationality, national origin, disability, religion or belief, sexual orientation, or age. These are known as “protected characteristics”.

As a community leader and advocate

We are committed to working for a socially inclusive and cohesive community and in the exercise of all the Parish Council’s functions we will have regard to the need to:

- Advance equality of opportunity between those who share a protected characteristic and those who do not.
- Foster good relations between those who share a protected characteristic and those who do not
- Eliminate unlawful discrimination, harassment and victimisation
- Identify and address the barriers that different groups face to participation in community life
- Promote equal access to employment, services and information and fair and equitable distribution of resources
- Respect and celebrate diversity within our community
- Work with others to make Clipstone a safe place in which to live, work or visit
- Listen and respond to the views of our community through appropriate consultation and participation mechanisms which are accessible to all
- Ensure the Council’s communications and events reflect and promote the diversity of our community and are fully accessible

As a service provider

We are committed to ensuring that our services are accessible to all by:

- Ensuring our residents are aware of our services and that we deliver our services in ways that are sensitive to residents' needs
- Ensuring that all those in the community are able to visit our offices, facilities and open spaces
- Ensuring that the information we provide about our services is accessible to our community
- Consulting on the development and monitoring of our policies and services in ways which enable all sections of our community to participate.

As an employer

Our aim is that our workforce will be truly representative of all sections of society and each employee feels respected and able to give of their best. All employees, whether part-time, full-time or temporary, will be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. All employees will be helped and encouraged to develop their full potential to maximise the efficiency of the organisation.

Our commitment:

- To create an environment in which individual differences and the contributions of all our staff are recognised and valued
- Every employee is entitled to a working environment that promotes dignity and respect to all. No intimidation, bullying or harassment will be tolerated
- Training and development opportunities are available to staff
- Equality in the workplace is good management practice and makes sound business sense
- We will keep all our employment practices and procedures under review to ensure fairness
- Breaches of our equality policy will be regarded as misconduct and can lead to disciplinary proceedings
- Policies will be monitored and reviewed annually to ensure they are compliant with current equal opportunities legislation and best practice

As a procurer of goods and services

We are committed to ensuring that certain contractors and others from whom we procure goods and who deliver our services share and implement our equality vision and values by:

- Demonstrating that all practicable steps are being taken to allow equal access and equal treatment in employment and service delivery for all, as appropriate to the nature of the contract concerned

This is not intended to be onerous and apply to all of our contractors since we predominantly work with small, local, sole traders. It is more relevant to larger organisations such as limited companies and where we purchase goods and services over £5,000.

As a landlord

Going forward should a commercial enterprise operating on a profit basis seek to become a tenant of a building or lease land we are committed to ensuring that our tenant or leasee shares our equality vision and values by:

- Demonstrating that all practicable steps are being taken to allow equal access and equal treatment in employment

Adopted by the Council: 23 February 2023