



STAINLAND & DISTRICT PARISH COUNCIL

EQUALITY, DIVERSITY AND INCLUSION (EDI) POLICY

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Stainland & District Parish Council

Equality, Diversity & Inclusion (EDI) Policy

Policy

1.1 The Stainland & District Parish Council (SDPC) is committed to actively promoting equality, diversity and inclusion in everything we do, our meetings, our funding and in our 'workplaces'.

2. Aims and commitments

2.1 The aim of the policy is to ensure:

- equality, diversity and inclusion are promoted in our work and within the community we serve;
- our Council promotes a positive culture throughout our District, where diversity, inclusion and respect are core values and at the centre of our activities;
- the behaviours and practices of our Councillors, employees and volunteers, contractors and beneficiaries of our funding tangibly demonstrate these values.

2.2 SDPC is committed to (internally):

- creating a working environment that promotes dignity and respect for all;
- developing an inclusive environment in which individual differences and the contributions of our employees, Councillors and volunteers are recognised, valued and rewarded;
- not unlawfully discriminate (observing the Equality Act 2010) against the protected characteristics of age, disability or deafness, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex or sexual orientation;
- not discriminate on the grounds of mental or physical health, gender identity, menopause, socio-economic status, family status or trade union membership;
- opposing and avoiding all forms of unlawful discrimination, including pay and benefits, selection for employment, promotion, training or other developmental opportunities, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents and requests for flexible working;
- opposing and avoiding discrimination in promotion and secondment opportunities, workplace benefits and including EDI in our induction;



- providing information and training to all employees, Councillors and volunteers to ensure that they are fully aware of the benefits of EDI and their responsibilities to promote these values;
- using positive action where reasonably evidenced to support beneficiaries, within the law;
- monitoring workforce balance to seek to reflect the communities we serve.

2.3 SDPC is committed to (externally):

- playing an active role in creating an inclusive community in Stainland and District where individual differences and the contributions of all are recognised and valued;
- regularly reviewing provision to ensure it is accessible, fair and appropriate to all groups within Stainland and District;
- establishing and monitoring EDI data to enable us to set targets and address gaps to enhance provision to those SDPC supports;
- assessing the impact of our policies, practices, and services among different service and user groups;
- ensuring our communications does not use normative language, assumptions or visual representations that do not reflect the diversity of our communities;
- using language, materials, applications and assessment that are accessible to those seeking to utilise them;
- promoting the benefits of embracing EDI;
- embedding EDI into our policies, procedures and everyday practice.

Policy Enaction:

3.1 SDPC, our Councillors, employees and volunteers agree to:

- set a positive example by ensuring that their actions and behaviours promote EDI;
- stop or report inappropriate behaviour that mitigates against EDI as soon as they become aware of it;
- support and implement action that SDPC takes to improve diversity, inclusion, and equality;
- encourage colleagues to maximise their contribution to the work of SDPC and support them to reach their full potential;
- provide appropriate learning opportunities to Councillors, staff and volunteers to put the EDI policy into practice;
- develop and maintain a culture of inclusivity and respect.



3.2 All Councillors, staff and volunteers will adhere to this policy. SDPC Chair and Councillors are accountable for ensuring the policy is implemented.

3.3 SDPC Chair and Councillors will take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, contractors, suppliers, volunteers, the public and any others in the course of SDPC's work. If an employee, such acts will be dealt with as misconduct under the organisation's grievance and disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice. Any volunteers or those in receipt of SDPC funding found to be in breach of this policy will have their relationship with SDPC terminated. Councillors found to be in breach of this policy will be reported to the Monitoring Officer.

3.5 All staff should understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow employees, customers, suppliers and the public.