
Rowsley Parish Council

Equality and Diversity Policy

Adopted:

Review Date:

1. Policy Statement

Rowsley Parish Council is committed to promoting equality, diversity, and inclusion in all aspects of its work and decision-making. The Council recognises that a diverse community is a strength and is committed to ensuring that no individual or group is treated less favourably because of protected characteristics or any other unjustifiable reason.

The Council will foster an inclusive culture where respect, dignity, and fairness are upheld at all times.

2. Legal Framework

This policy is guided by the provisions of the Equality Act 2010 and other relevant legislation, which protects individuals from discrimination on the basis of the following protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including ethnic or national origins, colour and nationality)
- Religion or belief
- Sex
- Sexual orientation

The Council recognises its responsibilities as a public authority under the Public Sector Equality Duty.

3. Scope of the Policy

This policy applies to:

- Parish Councillors

- Employees
- Volunteers
- Contractors and service providers
- Members of the public engaging with the Council

It covers all Council activities, including service delivery, procurement, employment practices, community engagement, and decision-making.

4. Our Commitments

The Parish Council will:

4.1 Promote Equality

- Ensure fair and equitable access to services and facilities.
- Make decisions that consider the needs of all sections of the community.
- Seek to remove barriers that may disadvantage individuals or groups.

4.2 Prevent Discrimination

- Not tolerate unlawful discrimination, harassment, victimisation, or bullying.
- Act promptly on complaints relating to inequality or discrimination.

4.3 Encourage Inclusion

- Promote respectful and inclusive debate in Council meetings.
- Provide reasonable adjustments for people with disabilities.
- Make information accessible where reasonably practicable.

4.4 Fair Employment Practices

- Ensure recruitment and selection processes are fair, transparent, and based on merit.
 - Provide equal access to training and development opportunities.
 - Maintain a working environment free from harassment and discrimination.
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5. Responsibilities

5.1 The Council

The Council as a corporate body is responsible for ensuring this policy is implemented effectively and consistently.

5.2 The Chair and Councillors

Councillors are expected to:

- Lead by example.

- Promote equality and diversity in Council business.
- Challenge discriminatory behaviour where it arises.

5.3 Clerk and Staff

The Clerk is responsible for:

- Implementing the policy in day-to-day operations.
 - Advising the Council on equality matters.
 - Ensuring complaints are handled appropriately.
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6. Dealing with Complaints

Any complaints regarding discrimination or unequal treatment will be taken seriously and investigated promptly in accordance with the Council's Complaints Procedure and, where appropriate, its Grievance or Disciplinary Procedures.

7. Monitoring and Review

The Council will:

- Periodically review its policies and practices to ensure compliance with equality legislation.
 - Monitor feedback and complaints to identify areas for improvement.
 - Review this policy at least annually.
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8. Communication

This policy will be:

- Published on the Council's website.
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Signed: *Victoria Friend*

Chair - Rowsley Parish Council

Date: 23/03/2026
