HUNDLEBY PARISH COUNCIL

EQUALITY AND DIVERSITY POLICY

Last Review 6/7/2026
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1. INTRODUCTION

This policy sets out Hundleby Parish Council's approach to equality and diversity. Hundleby Parish Council is committed to promoting equality and diversity and promoting a culture that actively values difference and recognises that people from different backgrounds and experiences can bring valuable insights to the workplace and enhance the way we work.
Hundleby Parish Council aims to be an inclusive organisation, committed to providing equal opportunities throughout employment including in the recruitment, training and development of employees, and to pro-actively tackling and eliminating discrimination.

2. WHAT DO WE VALUE?

2.1 We value people from all backgrounds and believe they have a right to be free from prejudice and discrimination.

2.2 We believe that while people are all different, they have an equal right to benefit from opportunities.

2.3 We recognise that discrimination can be overt or covert – open or hidden.

2.4 We endeavour not to discriminate on the grounds of : ability; age; colour; ethnic or national origin; gender; gender reassignment; intellect; marital status; nationality; race; religion or belief; sexual orientation; social or economic status (this is not an exhaustive list)

2.5 Equality of opportunities is an integral part of what we do, not an after-thought.

3 HOW WILL WE DO THIS?

People (members, staff, volunteers and users)

3.1 We challenge discriminatory comments, and support colleagues in challenging discriminatory comments.

3.2 We recognise that people on the receiving end of such behaviour may need support.

3.3 We welcome discussion with people with special requirements to identify how their needs might be met.

3.4 We make sure anyone providing information about discrimination is not victimised.

Resources

3.5 We ensure that any resources are balanced and reflect the diverse nature of the community.

3.6 We endeavour to ensure that any resources are as accessible as possible to all abilities/cultures/languages of the community. Meetings

3.7 We endeavour to hold these at a time and place suitable to the majority, if not to all.

Food

3.8 We respect people's dietary needs, whether these are cultural, medical or moral.

4 EMPLOYMENT AND VOLUNTEERING

4.1 We have a commitment to equal opportunities as part of any job description.

4.2 We advertise as widely as possible, in accordance with needs and resources.

4.3 We focus on ability, not disability.

4.4 We treat all applicants fairly.

4.5 We regularly review our procedures and application forms for staff and volunteers.

4.6 Volunteers are as respected and supported as members of staff.

4.7 We have an induction procedure for staff and volunteers

5 TRAINING

5.1 Staff and volunteers are encouraged to attend training relevant to their work.

5.2 We encourage staff and volunteers to look at their personal/career development.

6 EQUALITY ACT 2010

6.1 We seek advice on making information and premises accessible under the EA 2010, where it is feasible to do so.

6.2 We seek advice on recruitment and employment issues as necessary under the DDA.

7 MONITORING AND REVIEWING

7.1 The make-up of volunteers, staff, users and participants endeavours to be inclusive of the whole community wherever possible.