

DEENE AND DEENETHORPE PARISH COUNCIL EQUALITY AND DIVERSITY POLICY

1. Commitment to Equality

Deene and Deenethorpe Parish Council (the Council) acknowledges its statutory equality duty as a public sector employer under the terms of the Equality Act 2010.

While delivering our services and functions, we aim to:

- Eliminate unlawful discrimination, harassment, and victimisation.
- Advance equality of opportunity between people who share a protected characteristic.
- Foster good relations between people from different backgrounds.

The Council will ensure that staff, residents, and service users are treated equally, with dignity and respect, regardless of: age, disability, race (including ethnic origin, colour, nationality, and national origin), sexual orientation, sex/gender, religion or belief (including philosophical belief), gender reassignment, marriage and civil partnership, pregnancy, and maternity (the nine characteristics protected by the Equality Act 2010).

The Council recognises it has an important community leadership role and will use this opportunity to advance equality, fairness, and community cohesion. The Council will seek to monitor and address unequal consequences, where possible, for different equality groups in the delivery of our outcomes and ensure that our over-arching values are integrated throughout our work.

2. Putting the Policy into Practice

The Council will engage in a range of activities to translate our commitment to equality into practice and meet our legal duties.

As a Community Leader we will:

- Promote good relations between communities in our communications.
- Address negative stereotyping of any groups.
- Provide council members with appropriate training and development opportunities.
- Promote diversity among election candidates to reflect the local community.
- Work with key stakeholders in the parish and unitary area to develop community initiatives.

As a Service Provider we will:

- Provide services tailored to the diverse needs of our community.
- Use equality information to identify priorities and develop interventions.
- Embed equality principles within our procurement and supplier monitoring processes.
- Consult and engage with marginalized or disadvantaged groups.
- Ensure all residents have equal opportunity to influence the democratic process.
- Use equality impact assessments when introducing any new policy or function.

As an Employer we will:

- Aim for a representative workforce that reflects the local community.
- Treat fairly and equally all employees, including temporary and contract staff.
- Base selection and promotion strictly on aptitude and ability.
- Anonymise initial shortlisting by withholding all demographic information from the panel.
- Fully utilize the talents and resources of the workforce to maximize efficiency.
- Review human resources policies regularly to ensure inclusive recruitment.
- Train staff to manage and work effectively within a diverse workforce.
- Establish performance management systems that support staff accountability.
- Maintain clear procedures to address any workplace harassment or bullying.
- Monitor pay and remuneration arrangements to ensure equal pay.
- Assess all operational practices for their impact on equalities issues.

3. Statutory Compliance and Transparency

In accordance with the Public Sector Equality Duty (PSED) specific duties framework:

- This policy will be made publicly available on the Deene and Deenethorpe Parish Council website.
- The Council will formally review its compliance with the Equality Act 2010 and update its equality objectives at least once every four years.

DOCUMENT CONTROL BLOCK

- **Date Approved / Adopted:** 28/09/2026
 - **Date of Next Review:** 09/2027
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