

Somersham Parish Council Equality, Diversity and Inclusion Policy

Reviewed: 14th July 2026

Adopted: 28th September 2015

Purpose

Somersham Parish Council is committed to promoting equality, diversity and inclusion in everything it does. We believe that everyone should be treated with dignity, fairness and respect, and that no one should experience discrimination, harassment, bullying or victimisation.

The purpose of this policy is to ensure that all employees, councillors, volunteers, contractors, service users, residents and members of the public are treated fairly and have equal access to employment opportunities, Council services and participation in local democracy.

The Council is committed to creating an inclusive working environment where individual differences are valued and everyone is able to contribute and achieve their full potential.

Employment decisions, including recruitment, selection, promotion, training, pay, development and other employment-related matters, will be based solely on merit, skills, qualifications, experience and the requirements of the role.

The Council will not tolerate unlawful discrimination on the grounds of any protected characteristic under the Equality Act 2010.

Statement of Commitment

Somersham Parish Council recognises its responsibilities under the Equality Act 2010 and is committed to:

- eliminating unlawful discrimination, harassment, bullying and victimisation;
- promoting equality of opportunity for everyone;
- fostering good relations between people from different backgrounds;
- ensuring that Council services are accessible and inclusive wherever reasonably practicable;
- encouraging participation from all sections of the community;
- creating a workplace that values diversity and treats everyone with dignity and respect.

The Council expects all Councillors, employees, volunteers and anyone acting on its behalf to uphold these principles in their conduct and decision-making.

Commitment to the Policy

Somersham Parish Council will:

- promote equality, diversity and inclusion in all aspects of its work;
- ensure employment practices are fair, transparent and based on merit;
- provide a working environment free from discrimination, harassment, bullying and victimisation;
- make reasonable adjustments for disabled employees, councillors and service users where required;
- ensure policies, procedures and decisions are consistent with the principles of equality and inclusion;
- provide appropriate training and guidance to Councillors and employees on equality responsibilities where necessary;
- monitor and review this policy regularly to ensure it remains effective and compliant with current legislation.

The Executive Officer is responsible for supporting the implementation of this policy, advising the Council on equality matters and promoting good practice throughout the organisation.

All Councillors and employees share responsibility for treating others with courtesy, fairness and respect and for helping to create an inclusive and welcoming environment.

Any breach of this policy may be treated as misconduct and, where appropriate, may result in disciplinary action in accordance with the Council's Disciplinary Policy.

Legislative Framework

This policy is primarily governed by the:

- **Equality Act 2010**

The Equality Act 2010 protects individuals from discrimination based on the following protected characteristics:

- Age
- Disability
- Gender reassignment

- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

The Council will also comply with all other relevant employment, health and safety and local government legislation as amended from time to time.

Review

This policy will be reviewed every three years, or sooner if there are significant changes in legislation, guidance or Council operations.