Review Date	13 May 2026 09/26-27g
Next Review	May 2027

Holmesfield Parish Council
Equality, Diversity and Inclusion Policy

Introduction
Holmesfield Parish Council is committed to encouraging equality, diversity and inclusion among our workforce and councillors, and eliminating unlawful discrimination.

Scope
The aim is for our Council to be truly representative of all sections of our society and for each person to feel respected and able to give their best.
The organisation - in providing services and facilities - is also committed against unlawful discrimination of the public.

Purpose
- To provide equality, fairness and respect for all
- To not unlawfully discriminate because of the Equality Act 2010 protected characteristics of: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex, sexual orientation
- To oppose and avoid all forms of unlawful discrimination. This includes in: pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, selection for employment, selection for co-option

Commitments
- To encourage equality, diversity and inclusion in the workplace as they are good practice and make business sense
- Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.

Responsibilities
- Include staff and councillors conducting themselves to help the organisation provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination.
- All staff and councillors should understand they, as well as the Council can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination.
- To take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, councillors, the public and any others in the course of the Council's work activities.
  Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and appropriate action will be taken.

Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.

Policy Review
This policy will be reviewed annually

Acknowledgement
All employees and councillors are required to read, understand, and adhere to this policy. By continuing your service at Holmesfield Parish Council, you agree to comply with this Equality, Diversity Policy and to take an active role in maintaining a workplace were all are valued.