



## Equality and Diversity Policy

### Statement of Policy

The aim of this Policy is to communicate the commitment of Hughenden Parish Council to the principles of fairness and valuing diversity for everyone who lives, works, invests or visits the Parish. The Council recognises that everyone who lives in the community has a stake in the future of the Parish and wants its activities to be accessible, relevant, and meaningful to everyone. It also seeks to reduce social exclusion by making its services, facilities, and resources more responsive to community and individual needs.

It is committed to equality of opportunity in all aspects of employment. All employees will be treated equally regardless of gender, race, colour or nationality, age, disability, sexual orientation, religious and political beliefs, marital status, or offending history.

The Parish Council is also committed to achieving the highest standard of service delivery and employment practice. Equality of opportunity for all sections of the community and workforce is an integral part of this commitment. It is also to promote dignity at work and respect of each other through embracing diversity and celebrating differences at all times.

The purpose of this Policy is to ensure that all employees, contractors, job applicants and customers of Hughenden Parish Council will be treated fairly by the Council and its employees, and by its contractors. The Council is therefore committed to ways of working and communicating which ensure that no service user (or potential service user) or employee experiences unfair discrimination and harassment.

Our aim is to serve all members of the communities we serve. If people from some social groups are under-represented among our customers, we will develop other strategies to reach them.

Resolved: July 2019