



Morwenstow Parish Council **Equality & Diversity Policy**

Morwenstow Parish Council are dedicated to encouraging an equal, diverse, supportive and inclusive culture in our workplace.

We aim to eliminate unlawful discrimination and promote diversity throughout the whole workforce.

We want our Staff and Councillors to be representative of all sections of society.

We will achieve this through equal opportunities given to all job applicants and employees.

We are also committed against unlawful discrimination of customers or the public.

Purpose

This policy reinforces our commitment to equality and fairness throughout our organisation. Our commitment to employees is that we will not provide less favourable treatment on the grounds of:

- age
- disability
- gender reassignment
- marriage or civil partnership
- pregnancy and maternity
- race (including colour, nationality, and ethnic or national origin)
- religion or belief
- sex
- sexual orientation

We oppose and avoid all forms of unlawful discrimination, including:

- pay & benefits
- terms and conditions of employment
- dealing with grievances and discipline
- dismissal
- redundancy
- leave for parents
- requests for flexible working
- selection for employment, promotion, training or other developmental opportunities

We will treat all employees fairly and with respect, whether they are part-time, full-time, or temporary. When selected for employment, promotion, training, or other benefits, it will be based on aptitude and ability only.

