

**North Leigh Parish Council**

**Equality Policy**

North Leigh Parish Council is committed to being an equal opportunities employer as well as promoting these same principles to all aspects of Council business, dealing with members of the public. The Council recognises its responsibility to promote equality and diversity in all aspects of Council business and as such adheres to this policy.

Under the Equality Act 2010, it is unlawful to discriminate based on the following protected characteristics:

- age;
- disability;
- gender reassignment;
- marriage and civil partnership;
- pregnancy and maternity;
- race;
- religion or belief;
- sex;
- sexual orientation.

As an employer, the Council is committed to creating a workplace environment which encourages acceptance and adaptation as need be for the above protected characteristics. Along these lines, the Council is also committed to a recruitment process promoting equality and access to all.

As a service provider, the Council is committed to creating a culture where these principles are upheld in all council business, encouraging access to council resources to all.

The Chairman has particular responsibility for implementing, communicating, training in and monitoring the Equality Policy and ways to achieve its implementation. As part of this process, all personnel policies and procedures are administered with the objective of promoting equality of opportunity and eliminating unfair or unlawful discrimination.

This Policy was adopted at the Council meeting on 14<sup>th</sup> May 2026 to be reviewed at the next Annual Parish Council Meeting or sooner if legislation dictates.