

Reason for Policy

1. Sellindge Parish Council (SPC) is committed to encouraging equality, diversity and inclusion among Staff, councillors and volunteers and eliminating unlawful discrimination.
2. The aim is for those who are involved with the council to be truly representative of all sections of society and for each person to feel respected and able to give their best.
3. The council in providing goods and/or services and/or facilities is also committed against unlawful discrimination or customers or the public

This policy's purpose i

1. The policy is to provide equality, fairness and respect for all those involved with the council whether on a temporary, part time or full time basis.
2. Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:
 - Disability
 - Religion or belief
 - Race (including colour, nationality and enicthnic or national origin
 - Sex or sexual orientation
 - Pregnancy and maternity
 - Marriage and civil partnerships
 - Gender reassignment

3. Oppose and avoid All forms of unlawful discrimination.

This includes

- Pay and benefits
- Terms and conditions of employment
- Dealing with grievances and disciplinaries
- Dismissal and / or redundancy
- Leave for parents and request for flexible working
- Selection for employment (if a member of staff) and training or other developmental opportunities for staff, councillors and volunteers

4. Actions required

SPC will Monitor the make-up of those involved with the council, regarding any of the items as listed in paragraph 2 & 3 and in meeting the aims and the commitments set out in this policy.

Monitoring will also include assessing how this policy and any supporting action plan, are working in practice, reviewing them at least bi-annually and taking and considering any actions to address any issues raised.

5. Agreement to follow this policy

All those who are involved with the council should strive to follow the policy and any supporting action plan, they should also and consider and take any action as may be required to support the council in support of the action Plan

Name	Written/Reviewed	Adopted
Linda Hedley	05/05/2025	12 th May 2026