Diversity Equity & Inclusion Policy

Hurstbourne Priors Parish Council is committed to providing and promoting equal opportunities, eliminating discrimination and encouraging diversity in the community.

The purpose of this policy is to provide equality and fairness for all and not to discriminate on grounds of gender, marital status, race, ethnic origin, nationality, national origin, disability, sexual orientation, religion or age. All forms of unlawful and unfair discrimination are opposed by the Parish Council.

Commitments as an employer

All employees will be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be based on aptitude and ability. All employees will be helped and encouraged to develop their full potential to maximise the efficiency of the Parish Council.

The Parish Council's commitments are:

- to create an environment in which individual differences and the contributions of all staff are recognised and valued
- to provide a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated
- to make training, development and progression opportunities available to all staff
- to ensure equality in the workplace as good management practice
- to review employment practices and procedures to ensure fairness
- to view breaches of this equality policy as misconduct that could lead to disciplinary proceedings
- to monitor and review this policy at least every four years to ensure it is compliant with current equal opportunities legislation and utilises, as far as is practicable, Advisory Conciliation and Arbitration Service (ACAS) guidelines and best practice

Commitments as community leader and advocate

The Parish Council is committed to creating a socially inclusive and cohesive community by:

- promoting equal opportunity and equal access to employment, services and information
- identifying and addressing the barriers that different groups face to participation in community life
- working towards ensuring fair and equitable resources
- respecting the diversity of our community
- working with others to ensure that Hurstbourne Priors and the surrounding areas are safe places in which to live, work or visit
- listening and responding to the views of our communities through appropriate and widespread consultation and participation mechanisms, which are accessible to all
- Commitments as a service provider the Parish Council is committed to ensuring that our services are accessible to all and listening and responding to the views of our communities through appropriate and widespread consultation and participation mechanisms, which are accessible to all
- Commitments as a service provider the Parish Council is committed to ensuring that our services are accessible to all and responsive by:

  • ensuring our residents are aware of the Parish Council's services and by delivering services in ways that are sensitive to residents' needs
  • ensuring that all those in the communities can visit the Parish Council's meeting rooms and open spaces
  • ensuring that the information provided about the Parish Council's services is accessible to the communities
  • consulting and involving all sections of the communities in the development and monitoring of our policies and services in ways which enable residents to participate
  • ensuring that as a procurer of goods and services that contractors and suppliers share and implement the values of this policy by demonstrating that al practicable steps are being taken to allow equal access and equal treatment in employment and service delivery for all

Clerk & Responsible Financial Officer

Adopted by the Parish Council September 2026

Review date: September 2027