

**DURLEY PARISH COUNCIL**  
**EQUALITY AND DIVERSITY POLICY**

This statement summarises how Durley Parish Council operates their Equal and Diversity Policy and encourages diversity in the community.

Durley Parish Council accepts that it is unlawful to discriminate against an individual on the following grounds:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Durley Parish Council accepts that the purpose of this Policy is so that equal opportunities are given to all employees, irrespective of their characteristics. We do accept any form of unlawful or unfair discrimination, harassment or victimisation as defined in the Equality Act 2010.

Durley Parish Council will treat all their employees fairly and equally. No form of bullying, harassment or intimidation will be tolerated by Durley Parish Council.

This Equality and Diversity Policy for Durley Parish Council will ensure that every employee is able to give their best work to the Council and supports the principles and practices of the Equality Act 2010. Councillors and employees are to accept their personal responsibility for fostering a fully integrated community at work by respecting and adhering to the principles of equality for all. This makes a better working environment for Durley Parish Council and ensures that we are able to serve our community as a whole in the best way that we can.

The Durley Parish Council Equality and Diversity Policy is welcomed by all staff, Councillors and Committee Members.

Reviewed April, 2024