MAULDEN PARISH COUNCIL
Equality & Diversity Policy

Adopted: October 11, 2021
Next Review Date: Annually

1 INTRODUCTION
1.1 Maulden Parish Council (MPC) are committed to providing and promoting equal opportunities, eliminating discrimination and encouraging diversity in the community.
1.2 MPC aim to create a culture that respects and values each other's differences and which promotes dignity, equality and diversity.

2 PURPOSE
MPC recognise that supporting equality is of primary importance. This policy will help MPC Councillors and employees to develop sound and effective policies that impact on the local community, while ensuring MPC meet their duty under the Equality Act 2010.

3 SCOPE
3.1 This policy applies to all MPC employees, Councillors, volunteers, and contractors.
3.2 All MPC employees and Councillors have a duty to uphold equal opportunities principles. Any breach by them of this policy will be dealt with through the Councillors' Code Of Conduct or Disciplinary process.

4 EQUALITY ACT 2010
4.1 The Equality Act 2010 applies to public bodies and others carrying out public functions. It supports good decision-making by ensuring public bodies consider how different people will be affected by the activities, policies and services provided.
4.2 The Equality Act 2010 places a Public Sector Duty on MPC to work to:
- Eliminate discrimination, harassment, victimisation and any other conduct prohibited under the Act.
- Advance equality of opportunity between persons who share a protected characteristic and persons who don't share it.
- Foster good relations between persons who share a relevant protected characteristic and persons who don't share it.

4.3 No individual, group or organisation will be discriminated against. This includes, but is not limited to, the following characteristics (known as protected characteristics under the Act):
- Age.
- Disability.
- Ethnic origin.
- Gender.
- Marital status and civil partnerships.
- Nationality.
- Pregnancy and maternity.
- Race.
- Religion and beliefs.
- Sexual orientation.

5 EQUALITY COMMITMENTS
5.1 MPC support the principles and practices of the Equality Act 2010 and recognise that it is the duty of all MPC councillors and employees to accept their personal responsibility for fostering a fully-integrated community at work by respecting and adhering to the principles of equality for all.
5.2 MPC will actively promote equality throughout the organisation through the application of policies which will ensure that individuals receive treatment that is fair and equitable and consistent with their relevant aptitudes, potential, skills, experiences and abilities.
5.3 MPC are committed to:
- Promoting equality of opportunity for all persons.
- Promoting a good and harmonious environment in which all persons are treated with respect and valued.
- Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation.
- Fulfilling MPC's legal obligations under the Equality Act 2010.