

Yealmpton Parish Council – Equality and Diversity Policy

October 2025

Purpose

The purpose of this policy is to communicate Yealmpton Parish Council's commitment to equality, diversity, and inclusion, both as an employer and as a local government service provider. It outlines the actions we will take to promote fairness, eliminate discrimination, and value the diverse backgrounds and perspectives of all individuals.

This document incorporates our Equal Opportunities Policy and broadens its scope to reflect our commitment to the wider domains of diversity, including cultural, social, and neurodiversity.

Our Commitment

Yealmpton Parish Council will:

- Treat all individuals with dignity, fairness, and respect
- Promote equal access to services, opportunities, and participation
- Foster an inclusive environment where differences are valued
- Challenge discrimination, harassment, and victimisation. This includes in:
 - pay and benefits
 - terms and conditions of employment
 - dealing with grievances and discipline
 - dismissal
 - redundancy
 - leave for parents
 - requests for flexible working
 - selection for employment, promotion, training or other developmental opportunities
- Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:
 - age
 - disability
 - gender reassignment
 - marriage and civil partnership
 - pregnancy and maternity
 - race (including colour, nationality, and ethnic or national origin)
 - religion or belief
 - sex
 - sexual orientation

Scope

This policy applies to:

- Councillors and employees
- Volunteers, contractors, and suppliers
- Residents and members of the public engaging with the Council
- All council services, decisions, and communications

Yealmpton Parish Council Policy Statement

1. Yealmpton Parish Council will work to create a community free from discrimination where diversity is recognised, respected and valued.
2. Yealmpton Parish Council is committed to recognising and valuing diversity amongst its employees, Councillors and those who use its service. We will aim to ensure our workforce is truly representative of all sections of society and that our services are accessible on the basis of need.
3. Yealmpton Parish Council is committed to ensuring ALL members of the community have the greatest possible opportunity to benefit from working for Yealmpton Parish Council or using the Council's services.
4. Yealmpton Parish Council will not discriminate unfairly on the grounds of any protected characteristic (see Glossary for definition).
5. Yealmpton Parish Council is committed to creating an environment in which the contributions of ALL Councillors and people using Council services are recognised and valued.
6. No form of intimidation, bullying, harassment or hate crimes will be tolerated. Yealmpton Parish Council will support employees, Councillors and users of the Council who challenge unfair discrimination and hate crimes. Yealmpton Parish Council will not tolerate the abuse of those who challenge unfair discrimination and hate crimes. Action against abuse may include referral to outside agencies.
7. Yealmpton Parish Council will support any Councillor or employee who has been the recipient of a hate crime to report the incident to the Police. Should the recipient of the hate crime prefer to make an anonymous report of the incident, Yealmpton Parish Council will refer the recipient to Victim Support or the Citizens' Advice Bureau.
8. Training and development opportunities will be available to ALL Councillors and employees and will be based on the priorities and needs of the Council.
9. Yealmpton Parish Council will ensure all other policies, procedures and guidance are consistent with equality legislation.
10. Yealmpton Parish Council will work at eliminating discrimination in the community by challenging discrimination, raising awareness and involving Councillors and employees in training to support this goal.
11. Yealmpton Parish Council will ensure that all tender responses promote equality.
12. Yealmpton Parish Council will have regard to the statutory duties to promote equality set out in the Equality Act 2010.
13. Yealmpton Parish Council will as far as possible ensure that equal opportunities and fairness are promoted in line with the public sector equality duty, including the fostering of good relations between those who share a relevant protected characteristic and those who do not share it.

Implementation

All employees and Councillors are responsible for complying with this policy. Individual employees and Councillors have a responsibility in their day-to-day conduct whilst representing Yealmpton Parish council to fully comply with this policy and the Councils' Code of Conduct.

Appropriate training will be accessed as required.

This policy will be communicated to all employees and Councillors at induction.

Monitoring and Review

Yealmpton Parish Council will monitor the ethnic, sex/gender and age composition of the existing workforce and of applicants for jobs (including promotion), and the number of people with disabilities within these groups and will consider and take any appropriate action to address any problems that may be identified as a result of the monitoring process.

The council treats personal data collected for reviewing equality and diversity in accordance with the data protection policy. Information about how data is used and the basis for processing is provided in the council's privacy notices.

Raising Concerns

Employees, Councillors and users of The Council who believe they have suffered any form of discrimination, harassment or victimisation, or if they feel that there is wrongdoing within Yealmpton Parish Council relating to unlawful conduct are entitled and encouraged to raise the matter through the Councils Complaints Procedure.

Internal procedures do not replace the right of employees to pursue such matters under current legislation, although it is hoped that internal resolution can be effected wherever possible.

Yealmpton Parish Council takes all reasonable steps to protect employees, Councillors and user of The Council from discrimination by third parties.

Compliance

Yealmpton Parish Council will work to challenge discrimination and work to change attitudes. Failure on the part of any Yealmpton Parish Council member of Councillor or volunteer to comply with the Yealmpton Parish Council's Equality & Diversity Policy may result in an internal investigation and in the case of employees, possible dismissal following the disciplinary process.

Types of unlawful discrimination – Glossary of Terms

Direct discrimination is where a person is treated less favourably than another because of a protected characteristic. In limited circumstances, employers can directly discriminate against an individual for a reason related to any of the protected characteristics where there is an occupational requirement. The occupational requirement must be crucial to the post and a proportionate means of achieving a legitimate aim.

Indirect discrimination is where a provision, criterion or practice is applied that is discriminatory in relation to individuals who have a relevant protected characteristic such that it

would be to the detriment of people who share that protected characteristic compared with people who do not, and it cannot be shown to be a proportionate means of achieving a legitimate aim.

Harassment is where there is unwanted conduct, related to one of the protected characteristics (other than marriage and civil partnership, and pregnancy and maternity) that has the purpose or effect of violating a person's dignity; or creating an intimidating, hostile, degrading, humiliating or offensive environment. It does not matter whether or not this effect was intended by the person responsible for the conduct.

Associative discrimination is where an individual is directly discriminated against or harassed for association with another individual who has a protected characteristic.

Perceptive discrimination is where an individual is directly discriminated against or harassed based on a perception that they have a particular protected characteristic when they don't, in fact, have that protected characteristic.

Third-party harassment occurs where an employee is harassed and the harassment is related to a protected characteristic, by third parties.

Victimisation occurs where an employee is subjected to a detriment, such as being denied a training opportunity or a promotion because they made or supported a complaint or raised a grievance under the Equality Act 2010, or because they are suspected of doing so. However, an employee is not protected from victimisation if they acted maliciously or made or supported an untrue complaint.

Reasonable Adjustments. Failure to make reasonable adjustments is where a physical feature or a provision, criterion or practice puts a disabled person at a substantial disadvantage compared with someone who does not have that protected characteristic and the employer has failed to make reasonable adjustments to enable the disabled person to overcome the disadvantage.