



West House Cottage, South Hill, Droxford, Southampton SO32 3PB
T 01489 877470 E clerk@candm-pc.gov.uk

Equality and Diversity Policy

Corhampton & Meonstoke 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.

1. Commitments as an employer

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

1.2 Corhampton & Meonstoke Parish Council's commitments are:

- to create an environment in which individual differences and the contributions of all staff, Councillors and co-opted members of the public 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, Councillors and co-optees.
- 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 remains compliant with current equal opportunities legislation and utilises, as far as is practicable, Advisory Conciliation and Arbitration Service (ACAS) guidelines and best practice.

2. Commitments as community leader and advocate

2.1 Corhampton & Meonstoke 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 individuals and groups face to participation in community life.
- working towards ensuring fair and equitable resources.
- respecting the diversity of our community.
- working with authorities, partners and others to ensure that as far as possible Corhampton and Meonstoke 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.
- ensuring the communications produced and events held positively reflect and promote the diversity of the communities and are made fully accessible.

3. Commitments as a service provider

3.1 Corhampton & Meonstoke Parish Council is committed to ensuring that our services are accessible to all and remain responsive to current needs by:

- ensuring our residents are aware of the council's services and by delivering services in ways that are sensitive to residents' needs.
- ensuring that all those in the community are aware of the date, time and place of council meetings and are aware of their right to public attendance, and ensuring community awareness of the council's open spaces to which they also have entitlement to public access.
- ensuring that the information provided about the council's services is accessible to all within the community, if necessary using a variety of means of communication
- consulting and involving all sections of the community in the development and monitoring of our policies and services in ways which enable people to participate.

4. Commitments as a procurer of goods and services

4.1 Corhampton & Meonstoke Parish Council is committed to ensuring that those contractors and others from whom goods and services are procured share and implement the values within this policy by:

- demonstrating that all practicable steps are being taken to allow equal access and equal treatment in employment and service delivery for all, as appropriate to the nature of the contract concerned.

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