



ALBURY PARISH COUNCIL

Serving Farley Green, Brook, Little London & Newlands Corner

Equality & Diversity Policy

1. Purpose

The purpose of this policy is to ensure that Albury Parish Council provides an inclusive and supportive environment for all, regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation (the "protected characteristics").

2. Scope

All employees whether full-time, part-time, fixed contract, agency workers or temporary, will be treated fairly and equally. This policy covers all areas of council activity, including employment, services, and community engagement, and all members include Parish, Borough, and County Councillors.

3. Our Commitment

We are committed to:

- **Promoting Equality:** Ensuring equal opportunities for all individuals in all our activities.
- **Valuing Diversity:** Recognizing and valuing the differences that individuals bring to our community.
- **Preventing Discrimination:** Preventing and addressing any form of discrimination, harassment, or victimization.
- **Fostering Inclusion:** Creating an inclusive environment where everyone feels valued and respected.

4. Responsibilities

- **Council Members:** All council members are responsible for promoting equality, diversity, and inclusion in their roles and actions, as stated in the Code of Conduct.
- **Employees and Volunteers:** All employees and volunteers must adhere to this policy and report any breaches to their line manager or the appropriate authority.

Albury Parish Council: Equality & Diversity Policy, May 2025

- The council recognises that many members of the public use its services or visit its premises. The council takes seriously its responsibility to these people and affirms that they will be treated with the same respect and rights. Likewise, it is not acceptable for staff to be treated unfairly by service users or visitors.

5. Equality in Employment

We are committed to:

- **Recruitment and Selection:** Ensuring that our recruitment and selection processes are fair, transparent, and based on merit.
- **Training and Development:** Providing equal access to training and development opportunities for all employees.
- **Workplace Environment:** Creating a supportive workplace environment that promotes dignity and respect for all.

6. Equality in Service Delivery

We are committed to:

- **Accessible Services:** Ensuring that our services are accessible to all members of the community.
- **Community Engagement:** Engaging with diverse community groups to ensure their needs are considered in our decision-making processes.
- **Inclusive Communication:** Using inclusive and accessible communication methods to reach all members of the community.

7. Reporting and Addressing Issues

Any individual who believes they have been subjected to discrimination, harassment, or victimization should report the matter to the Clerk. All reports will be taken seriously and addressed promptly and confidentially.

8. Monitoring and Review

We will regularly monitor and review this policy to ensure its effectiveness and compliance with relevant legislation. This policy will be reviewed annually and updated as necessary.

Albury Parish Council: Equality & Diversity Policy, May 2025

9. Legal Framework

This policy will be implemented within the framework of the relevant legislation, the main statute being the Equality Act 2010. This brought together 116 separate pieces of legislation to provide a framework to protect the rights of individuals and advance equal opportunities for all.

10. Contact Information

For any questions or concerns regarding this policy or our equality and diversity practices, please contact us at:

Phone: 07856 010 600

Email: clerk@alburyparishcouncil.gov.uk

Address: 1 Mint Cottages, Park Road, Banstead, Surrey, SM7 3DS