**Watlington Parish Council**

**Equality & Diversity Policy**

The Council is committed to encouraging equality and diversity among its workforce, and eliminating unlawful discrimination in accordance with the Equality Act 2010. The aim is for its workforce to be truly representative of all sections of society and its customers, and for each employee to feel respected and able to give their best.

Protected characteristics under the Equality Act 2010 include age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality and ethnic or national origin), religion or belief, sex (gender) and sexual orientation.

The Council, in providing goods and/or services and/or facilities, is also committed against unlawful discrimination of customers or the public.

The Council commits to:

* encourage equality and diversity in the workplace as they are good practice and make business sense;
* create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued;
* take seriously complaints of bullying, harassment, victimisation and unlawful discrimination. Such acts will be dealt with as misconduct under the Council’s grievance and/or disciplinary procedures and any appropriate action will be taken; and
* make opportunities for training, development and progress available to all staff and members who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the Council.

All employees, members and volunteers shall comply with the Council’s Code of Conduct when operating in that capacity. All employees, members and volunteers should be mindful to promote equality in their actions and behaviour at all times.

Adopted at Full Council 9th October 2018