



Manston Parish Council

Equality & Diversity Policy (2024)

Manston Parish Council Equality & Diversity Policy (Based on NALC Model 2024)

1. Purpose

Manston Parish Council is committed to promoting equality, eliminating discrimination, and fostering good relations within the community and workplace. This policy is based on the 2024 NALC Model Equality & Diversity Policy.

2. Legal Framework

The Council recognises its responsibilities under the Equality Act 2010 and all related legislation.

The following protected characteristics are covered: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

3. Our Commitment

- Provide services and employment opportunities free from discrimination.
- Treat all individuals with dignity and respect.
- Promote an inclusive culture for councillors, staff, volunteers, contractors, and the public.

4. Types of Unlawful Discrimination

- Direct discrimination
- Indirect discrimination
- Harassment
- Victimisation
- Failure to make reasonable adjustments

5. Equal Opportunities in Employment

The Council will ensure fair recruitment, training, promotion, and working conditions. Reasonable adjustments will be made for disabled employees and applicants.



6. Dignity at Work

The Council does not tolerate bullying, harassment, or intimidation. All individuals are expected to behave respectfully and professionally.

7. Councillors, Contractors, and Volunteers

This policy applies to all individuals representing or working with the Council. Contractors must uphold equality principles in their work.

8. Training

Councillors and staff will receive equality and diversity awareness training where appropriate.

9. Reporting Concerns

Any concerns about discrimination, harassment, or breaches of this policy should be raised through the Council's grievance or complaints procedures.

10. Monitoring and Review

This policy will be reviewed every three years or sooner if legislation changes.

Approved by Manston Parish Council on: _____

Signed (Chair): _____

Signed (Clerk): _____