

MONTACUTE PARISH COUNCIL

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MONTACUTE PARISH COUNCIL

EQUALITY & DIVERSITY POLICY

ADOPTED ...19th November 2018..

1. The Parish Council recognises that everyone has a contribution to make to our society and a right to equal opportunity. We value diversity and will promote involvement in parish matters by all members of our community. No councillor, organisation or resident within our village will be discriminated against by us on the grounds of:
 - gender (including sex, marriage, gender re-assignment)
 - race (including ethnic origin, colour, nationality and national origin)
 - disability
 - sexual orientation
 - religion or belief
 - age
 - social background
 - geographical location

2. We aim to promote equal opportunities, eliminate discrimination and eliminate harassment through the following:
 - i. All parishioners, councillors, and members of the public will be treated fairly and with respect by all members of the parish council.
 - ii. Any reports of incidents of discrimination, bullying or harassment against any individual or group of individuals done in the course of parish council activities must be reported to the Chairman or the Parish Clerk, and an investigation carried out.
 - iii. We will oppose all forms of unlawful and unfair discrimination. All councillors have a legal and moral obligation not to discriminate.
 - iv. We totally condemn any form of racism, intolerance, bigotry or xenophobia. Hate crimes have no place in our society and we will do all we can to prevent them. The residents of South Somerset, whatever their gender, race, creed, age, colour or sexual orientation will be treated equally.

3. Our commitment:
 - To create an environment in which individual differences and the contributions of all are recognised and valued.
 - Every member of the village and councilor is entitled to be part of an environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated and will be treated as a breach of our Councillors' Code of Conduct.
 - The Parish Council have affirmed their commitment to the equal opportunities and diversity policy set out in this document and will work to develop and improve it. We will monitor its effectiveness annually.