

Ickleford Parish Council

Equality and Diversity Policy

Statement of Intent

Ickleford Parish Council positively welcomes and aims to support the growing diversity of the community we serve and the people we employ. Further, the Council recognises the changing patterns of households, the expansion of the town and the diverse requirements that will need to be met in the future.

The Council believes that opportunity and freedom from discrimination are fundamental human rights and actively oppose all forms of discrimination.

This Council recognises its responsibilities under the equalities legislation and related Codes of Practice including the following:

- The Sex Discrimination Act 1975 (amended 1986)
- The Equal Pay Act 1970
- The Race Relations Act 1976, 2000 (amended), and 2003 (amended)
- The Disability Discrimination Act 1995 and amendments
- The Human Rights Act 1998
- All European regulations and Directives

Through European Employment regulations, the Council recognises its responsibilities to promote equal opportunities in employment on the grounds of sexual orientation, religion or belief and age.

The Council aims to provide its services without discriminating against any part of society or the residents in particular.

Discrimination and harassment is unacceptable and contrary to the Council's aim of providing quality services and the recruitment of staff.

This policy will be reviewed every four years or earlier if so required by legislation or additional material.