



## SLAPTON PARISH COUNCIL: EQUALITY AND DIVERSITY POLICY

Published March 2020, Updated May 2025  
Approved 12<sup>th</sup> May 2025, Minute ref: 25:25 b iii

Slapton Parish Council is an equal opportunities employer committed to promoting equality, diversity and inclusion in all aspects of employment and service delivery. We aim to ensure that no one is treated less favourably due to age, disability, race, religion, sex or any other characteristic protected by law.

We value each individual and are committed to creating an inclusive environment where all employees and service users are treated with dignity and respect.

### Scope and Responsibilities

This policy applies to:

- All Council staff Councillors, volunteers and contractors
- All aspects of employment: recruitment, selection, training, development, promotion and working conditions
- All services provided or commissioned by the Council
- The Chair is responsible for overseeing this policy's implementation, with all Councillors and staff responsible for upholding its principles

### Our Commitment as an Employer

We will:

- Promote a workplace culture of dignity, respect and fairness
- Not tolerate bullying, harassment or discrimination
- Provide equal access to training, development and career progression
- Base decisions solely on merit, qualifications and suitability

### Our Commitment as a Service Provider

We are dedicated to:

- Delivering services equitably and meeting the diverse needs of our community
- Ensuring all residents and service users are treated fairly, regardless of background
- Providing accessible services and reasonable adjustments for those with disabilities
- Responding effectively to complaints of unfair treatment or discrimination

### Breaches and Complaints

Any breach of this policy will be treated seriously and may lead to disciplinary action – see Disciplinary Policy.

Staff and service users have the right to raise concerns or complaints if they believe they have been unfairly treated. These will be handled promptly, fairly, and in confidence – see Complaints and Grievance Policies.