

LUDDINGTON AND HALDENBY PARISH COUNCIL

Equality and Diversity Policy 2026

Name of Organisation	LUDDINGTON AND HALDENBY PARISH COUNCIL
Address	Clerk@luddingtonandhaldenbypc.org
Registered Charity No.	Not applicable
Date Policy Agreed	27 th April 2026
Date of Next Review	APCM May 2027
Signature of Chair	Rob Adams, Chair Minute Ref: 2604/09

Introduction

LUDDINGTON AND HALDENBY PARISH COUNCIL provides services to a wide range of people and it's reasonable to assume that this may include those from a disadvantaged and vulnerable section of our community.

LUDDINGTON AND HALDENBY PARISH COUNCIL understands that diversity is about valuing people as individuals and harnessing differences and potential. Promoting diversity in our day-to-day communication and activities ensures we can meet different needs creatively. Diversity takes into account all factors including age, disability, race, sex, personality, background, where a person lives, political affiliation and work style. The business case for diversity is founded on the premise that harnessing differences will create a productive environment in which everyone feels valued, where their talents are fully utilised, and employees, volunteers and customer needs better met and therefore overall organisational goals more efficiently met.

Policy Statement

LUDDINGTON AND HALDENBY PARISH COUNCIL is committed to the principle and practice of **equal opportunities** and celebrates the **diversity of people**. We will make every effort to ensure that no service users, employees, volunteers or board members receive less favourable treatment than another because of their race, age, colour, ethnic or national origin, or because of their religion, sex, disability, appearance, sexuality, responsibility for dependants, pregnancy/maternity, marital status, membership or non-membership of a trade union.

Our commitment

- To create an environment in which individual differences and the contributions of all volunteers, members and beneficiaries are recognised and valued.
- Every employee, volunteer, member, and beneficiary are entitled to be part of an environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.

- Equality is good management practice and makes sound sense breaches of our equality policy will be regarded as misconduct.

Promotion

We aim to promote equal opportunities, eliminate discrimination, and eliminate harassment through the following:

- Opposing all forms of unlawful and unfair discrimination.
- All volunteers and members of the public the council may encounter whilst carrying out its duties will be treated fairly and with respect.

Accountability:

All employees, volunteers and board members are responsible for ensuring the above policies are adhered to, but the ultimate responsibility for their implementation and monitoring rests with the trustees of Luddington Parish Council.

References

- Equality Act (2010)

Definitions

Equality

Equality is creating an even platform to enable everyone to access the same opportunities and is backed by legislation (Equality Act 2010) to prevent discrimination based on prejudice against any group.

Diversity

Diversity is understanding and valuing the differences in people and believing and harnessing these differences to create a productive working and social environment and an enriching life experience where talents are fully utilised and both organisational and personal goals are met.

Inclusion

Inclusion refers to an individual's experience within the workplace and in wider society and the extent to which they feel valued and included.