Brampford Speke Parish Council

Approved 3rd November 2026
Review by 3rd November 2027

Equality, Diversity & Inclusion Policy

1.0 Introduction

1.1 Brampford Speke Parish Council is committed to providing and promoting equal opportunities, eliminating discrimination and encouraging diversity and inclusion in the community.

1.2 Brampford Speke Parish Council aims to create a culture that respects and values each other's differences and which promotes dignity, equality and diversity.

1.3 An up-to-date copy of this Policy shall be maintained on the parish council's website.

2.0 Purpose

2.1 Brampford Speke Parish Council recognises that supporting equality is of primary importance. This policy will help Councillors and employees of the Council to develop sound and effective policies that impact on the local community, whilst ensuring that the Council meets its duty under the Equality Act 2010.

3.0 Scope

3.1 This policy applies to all employees, volunteers, contractors and Councillors of Brampford Speke Parish Council.

3.2 All employees and Councillors have a duty to uphold equal opportunities principles. Any breach by them of this policy will be dealt with through the Code of Conduct or Disciplinary process.

4.0 Equality Act 2010

4.1 The Equality Act 2010 applies to public bodies and others carrying out public functions. It supports good decision-making by ensuring public bodies consider how different people will be affected by the activities, policies and services provided.

4.2 The Equality Act 2010 places a Public Sector Duty on Brampford Speke Parish Council to work to:

a. Eliminate discrimination, harassment, victimisation and any other conduct prohibited under the Act
b. Advance equality of opportunity between persons who share a protected characteristic and persons who don't share it

c. Foster good relations between persons who share a relevant protected characteristic and persons who don't share it

4.3 No individual, group or organisation will be discriminated against. This includes, but is not limited to the following characteristics (known as protected characteristics under the Act)

- Age
- Disability
- Gender
- Marital status and civil partnerships
- Pregnancy and maternity
- Race
- Religion and beliefs
- Sexual orientation
- Ethnic origin
- Nationality

5.0 Equality Commitments

5.1 Brampford Speke Parish Council supports the principles and practices of the Equality Act 2010 and recognises that it is the duty of all Councillors and employees to accept their personal responsibility for fostering a fully integrated community at work by respecting and adhering to the principles of equality for all.

5.2 Brampford Speke Parish Council will actively promote equality throughout the organisation through the application of policies which will ensure that individuals receive treatment that is fair and equitable and consistent with their relevant aptitudes, potential, skills, experiences and abilities.

5.3 Brampford Speke Parish Council is committed to:

- Promoting equality of opportunity for all persons
- Promoting a good and harmonious environment in which all persons are treated with respect and valued
- Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation
- Fulfilling its legal obligations under the Equality Act 2010

6.0 Policy Review

6.1 Brampford Speke Parish Council will review this policy as is necessary and appropriate, or at a maximum of three years after adoption.