

DORCHESTER PARISH COUNCIL

EQUALITY AND DIVERSITY POLICY

1. Introduction

This document describes how the Parish Council supports equality and diversity in the community it serves and the people it employs.

2. Legislation and codes of practice

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

- The Sex Discrimination Act 1975 (amended 1976)
- 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

3. Human Rights

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

4. Diversity

The Council recognises and welcomes the changing pattern of households and population in the parish and is aware of the diverse requirements that will need to be met in the future.

5. Discrimination

The Council aims to provide its services without discriminating against any part of society or the residents on the grounds of sexual orientation, religion or belief, disability, gender or age.

6. Employment

The Council recognises its responsibilities to provide equal opportunities in employment, and to avoid discrimination and harassment.

7. Review of the policy.

This policy was approved by the Parish Council at its meeting on 11th October 2023 and will be reviewed annually