



Barrowby Parish Council

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Equality Diversity and Inclusion Policy

Document control

- **Owner:** Staffing Committee
- **Responsible officer:** Clerk / Proper Officer
- **Adopted:** 11.05.2026 (Minute ref: 8e [26/008])
- **Version:** 2026.1
- **Review:** Annually or earlier if legislation/guidance changes
- **Next review due:** January-March 2027 at Staffing for formal adoption at Parish Council May 2027

1. Purpose

Barrowby Parish Council is committed to promoting **equality, diversity and inclusion** in all of its activities and decision-making.

The Council recognises its responsibilities under the **Equality Act 2010** and will work to ensure that no individual or group is treated unfairly or discriminated against.

The Council aims to:

- eliminate unlawful discrimination, harassment and victimisation
- advance equality of opportunity
- foster good relations between different groups within the community

These duties reflect the **Public Sector Equality Duty (Section 149 of the Equality Act 2010)**.

2. Scope

This policy applies to:

- councillors
- employees
- volunteers
- contractors and suppliers
- members of the public using council services

including activities relating to:

- employment and recruitment
- community engagement
- management of council facilities
- provision of council services
- decision-making and policy development.

3. Protected Characteristics

The Equality Act 2010 protects individuals from discrimination on the basis of the following protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality and ethnic origin)
- Religion or belief
- Sex
- Sexual orientation

The Council will not tolerate discrimination on any of these grounds.

4. Forms of Discrimination

The Council recognises the following forms of unlawful discrimination:

- **Direct discrimination** – treating someone less favourably because of a protected characteristic
- **Indirect discrimination** – applying a policy that disadvantages a particular group
- **Harassment** – unwanted behaviour that violates a person's dignity
- **Victimisation** – treating someone unfairly because they raised a complaint

Such behaviour will not be tolerated.

5. Employment Practices

The Council will ensure fair and inclusive employment practices including:

- fair recruitment and selection procedures
- equal access to training and development
- fair pay and employment conditions
- reasonable adjustments for employees with disabilities
- a workplace free from harassment, bullying or victimisation

All employment decisions will be based on merit, skills and ability.

6. Service Delivery and Community Engagement

Barrowby Parish Council will strive to ensure that all residents can access council services fairly and equally.

The Council will aim to:

- make council services accessible to all residents
- provide information in clear and accessible formats where possible
- consider equality impacts when making decisions
- encourage participation from all sections of the community.

7. Accessibility and Reasonable Adjustments

Where reasonably practicable the Council will:

- make reasonable adjustments for disabled people
- ensure public meetings and venues are accessible
- consider the accessibility of council communications and publications.

8. Responsibilities

Parish Council

The Council is responsible for ensuring that equality and diversity principles are embedded in all decision-making.

Councillors

Councillors must:

- treat all individuals with dignity and respect
- avoid discriminatory behaviour
- consider equality implications when making decisions.

The Clerk

The Clerk is responsible for:

- implementing this policy
- advising the Council on equality matters
- ensuring fair employment practices.

Employees and Volunteers

All staff and volunteers must:

- follow this policy
- treat others with respect
- report any discrimination or harassment.

9. Complaints

Complaints relating to discrimination may be raised through:

- the Council's **Grievance Procedure** (for employees)
- the Council's **Complaints Procedure** (for members of the public)

Complaints will be taken seriously and investigated appropriately.

10. Monitoring and Review

This policy will be reviewed periodically to ensure compliance with current legislation and best practice.