



Newnham Parish Council Equality and Diversity Policy

Equality and Diversity Policy

1. Policy Statement

The Council is committed to promoting equality, diversity, and inclusion in all aspects of its work. This policy outlines our approach to ensuring that all members of the community are treated fairly and with respect when engaging with the council, accessing its services, or participating in its activities.

2. Purpose

The purpose of this policy is to:

- Ensure that the council's services are accessible and inclusive to all.
- Promote equality of opportunity and eliminate discrimination in the delivery of services.
- Foster good relations between people from different backgrounds.
- Comply with the Equality Act 2010 and the Public Sector Equality Duty.

3. Scope

This policy applies to:

- All members of the public interacting with the council.
- Councillors and volunteers acting on behalf of the council.
- Contractors and third parties delivering services on behalf of the council.

4. Legal Position

The Equality Act 2010 makes it unlawful to discriminate against an individual on the grounds of the following protected characteristics:

Age

Disability

Gender reassignment

Marriage and civil partnership

Pregnancy and maternity

Race

Religion or belief

Sex

Sexual orientation

Through the Public Sector Equality Duty, the Act also requires public bodies to have due regard to the need to:

Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act.

Advance equality of opportunity between people who share a protected characteristic and people who do not share it.

Foster good relations between people who share a protected characteristic and people who do not share it.

5. Our Commitments

Treat all individuals with dignity and respect, regardless of protected characteristics.

Ensure that council services are accessible to all, including making reasonable adjustments for people with disabilities.

Promote inclusive community engagement and participation in council activities and decision-making.

Monitor and review service delivery to identify and address any barriers to access or inclusion.

Provide training and guidance to councilors and volunteers on equality and diversity principles.

Publish and promote the equality policy to raise awareness among councilors, contractors, service users, and the public.

Challenge any discrimination recognized within the council and the wider community.

Apply equality principles to work undertaken by external contractors or partners.

Celebrate the diversity within the community and support the development of inclusive communities.

Include equality and diversity training in training plans for staff and members.

6. Community Engagement

Use inclusive communication methods.

Hold events and consultations in accessible venues.

Provide materials in alternative formats upon request.

7. Responsibilities

- Councilors and volunteers are expected to uphold the principles of this policy in all their interactions.

- Contractors and partners must comply with this policy when delivering services on behalf of the council.

8. Complaints and Concerns

Any member of the public who believes they have been treated unfairly by the council may raise a concern or complaint. All complaints will be taken seriously and handled in accordance with the council's complaints procedure.

9. Monitoring and Review

This policy will be reviewed annually or in response to changes in legislation or best practice. Feedback from the community will be used to inform improvements.

K Carr (Clerk)

Oct 2026