Kennington Parish Council

Equality and Diversity Policy
agreed and adopted by on 12 July 2018 (minute no: 126.18)
last reviewed on 9 March 2023 (minute no: 474.22).

Kennington Parish Council recognises its responsibility for the council, its members and its employees to promote equality and diversity.

All members, employees and volunteers will be treated equally, irrespective of:
- Race (including nationality, colour or ethnic origin)
- Religious belief or political opinion
- Gender, including gender reassignment
- Martial or civil partnership status
- Sexual orientation
- Disability
- Having or not having dependents
- Age

Kennington Parish Council is opposed to all forms of unlawful discrimination. All councillors, staff, employees and volunteers will be treated fairly and will not be discriminated against on any of the above grounds. Recruitment and selection of staff will be made objectively and without discrimination.

We recognise the benefits of providing equal opportunities in the community. This policy will help members, employees and volunteers develop to their full potential, and the resources and talents of the workforce will be utilised to maximise the efficiency of the council. Kennington Parish Council aims to create an environment that promotes dignity, equality and diversity, and respects each others' differences.

Kennington Parish Council aims to:
- Promote a positive working environment, where all people are treated with respect
- Promote equal opportunities for all persons
- Prevent unlawful discrimination, harassment or victimisation
- Fulfil all our legal obligations under the equality legislation and associated Codes of Practice
- Abide by this Equality and Diversity Policy

Anyone who believes that they have suffered any form of discrimination, harassment or victimisation should raise the matter through the Clerk or Chairman of Kennington Parish Council. All complaints will be dealt with seriously, promptly and confidentially.

REVIEW PERIOD
This policy will be reviewed annually.