

# Kennington Parish Council

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## Equality and Diversity Policy

**Agreed and adopted by on 12 July 2018 (minute no: 126.18)**

**Last reviewed on 8 February 2024 (minute no: 447.23).**

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.

It is against the law to discriminate against anyone because of:

- Age
- gender reassignment
- being married or in a civil partnership
- being pregnant or on maternity leave
- disability
- race including colour, nationality, ethnic or national origin
- religion or belief
- sex
- sexual orientation

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.

The council recognises 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 its 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 Chair of Kennington Parish Council. All complaints will be dealt with seriously, promptly and confidentially.

### REVIEW PERIOD

This policy will be reviewed every two years unless there is any specific change in between..