



Working for the Community in Rotherfield, Mark Cross, Eridge Green, Boarshead and surrounding areas

Equality, Diversity and Inclusion Policy

1. Introduction

Rotherfield Parish Council is committed to promoting equality, diversity and inclusion in everything it does, including employment practices, policy development, decision-making, procurement, service delivery and partnership working.

The Council is committed to creating a working and community environment where all individuals are treated with dignity, fairness and respect. The Council recognises and values the diversity of the community it serves and will not tolerate unlawful discrimination, harassment, bullying or victimisation.

This policy applies to employees, councillors, volunteers, contractors, service users, residents, visitors and partner organisations.

2. Legal Framework

This policy is underpinned by the Equality Act 2010, Human Rights Act 1998, Employment Rights Act 1996, Health and Safety at Work etc. Act 1974, Protection from Harassment Act 1997, Data Protection Act 2018, UK GDPR and the Worker Protection (Amendment of Equality Act 2010) Act 2023.

Under the Equality Act 2010, it is unlawful to discriminate against an individual because of a protected characteristic, including age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

3. Purpose of the Policy

The purpose of this policy is to promote equality of opportunity, foster good relations, eliminate unlawful discrimination and ensure fair and inclusive access to Council services and opportunities.

4. Civility and Respect

Rotherfield Parish Council is signed up to the Civility and Respect Pledge for local councils, supported by the National Association of Local Councils (NALC), the Society of Local Council Clerks (SLCC) and county associations.

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The Council is committed to promoting civility, professionalism and respectful conduct in all Council meetings, communications and community engagement activities. Bullying, harassment, intimidation or abusive behaviour towards councillors, staff, volunteers or members of the public will not be tolerated.

5. Employment and Recruitment

Recruitment, selection, promotion, training, pay and all other employment decisions will be based on merit, skills, qualifications, experience and aptitude.

All employees are entitled to work in an environment that promotes dignity and respect. The Council will take reasonable steps to prevent sexual harassment and other forms of harassment in accordance with current legislation.

6. Accessibility and Reasonable Adjustments

The Council recognises its duty to make reasonable adjustments for disabled people and will seek to ensure that meetings, services and information are accessible wherever reasonably practicable.

7. Complaints and Reporting Concerns

Any individual who believes they have experienced or witnessed discrimination, harassment, bullying or victimisation in connection with the Council should report the matter promptly. Complaints will be handled fairly and confidentially.

8. Monitoring and Review

The Council will review this policy regularly and update it to reflect changes in legislation, guidance and best practice.

Adoption and Review

Policy adopted: May 2026

Next review date: May 2027

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