

BROCKENHURST PARISH COUNCIL

The Parish Council Office
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EQUALITY AND DIVERSITY POLICY

Brockenhurst Parish Council treats everyone with respect whether employee, member of the public, professional service provider, tradesman or councillor, and will not discriminate on any of the following grounds:

- **age**
- **disability**
- **gender and gender reassignment**
- **marriage and civil partnership**
- **pregnancy and maternity**
- **race**
- **religion or belief**
- **sexual orientation**

Under the Equality Act 2010 these are known as “protected characteristics”.

We oppose all forms of unlawful and unfair discrimination whether it be direct or indirect discrimination, victimization or harassment on the grounds of any of the protected characteristics defined in the Equality Act 2010.

The purpose of this policy is to provide equal opportunities to all, irrespective of their characteristics (unless there are genuine occupational qualifications or objectively justified reasons for a different approach to be taken).

At present a hearing loop is not available in the village hall room used for Parish Council meetings.

Current access to the Parish Council office

As the Parish Council is operating from temporary accommodation at the back of the Village Hall building, wheelchair access is provided through the main door of the village hall. If assistance is needed please telephone 622829 to arrange.

Employees

All employees whether full-time, part-time, fixed term contract, agency workers or temporary staff, will be treated fairly and equally. Selection for employment, promotion, training, remuneration or any other benefit will be on the basis of aptitude and ability. Every employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.

Adopted at Parish Council meeting of November 2018