

Burton in Kendal Parish Council Equality Policy

1. Introduction

Burton-in-Kendal Parish Council is committed to promoting equality, diversity, and inclusion in all aspects of its work. We aim to ensure that no member of the community, employee, councillor, volunteer, or contractor is unlawfully discriminated against because of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation — the "protected characteristics" as defined by the Equality Act 2010.

2. Purpose

This policy outlines the Council's commitment to equality and sets out how we will meet our legal obligations under the Equality Act 2010. It supports a culture of fairness, respect, and opportunity for all.

3. Scope

This policy applies to:

- All councillors and employees of the Parish Council.
 - Volunteers working on behalf of the Council.
 - Members of the public interacting with the Council.
 - Contractors and suppliers providing goods or services on behalf of the Council.
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4. Our Commitments

Burton-in-Kendal Parish Council will:

- Treat all individuals with dignity and respect.
 - Provide services that are accessible and inclusive.
 - Promote equality in all aspects of our work.
 - Tackle discrimination, harassment, and victimisation wherever it occurs.
 - Work to remove barriers to participation in council activities and decision-making.
 - Consider equality impacts when developing policies, projects, or activities.
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5. Responsibilities

- **The Council as a corporate body** is responsible for ensuring this policy is implemented and reviewed regularly.
 - **Individual councillors and employees** are responsible for upholding the principles of equality in their daily roles and interactions.
 - **The Clerk to the Council** will monitor implementation of this policy and bring any issues or breaches to the Council's attention.
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6. Complaints and Breaches

Any concerns or complaints regarding breaches of this policy should be reported to the Parish Clerk in the first instance. All complaints will be treated seriously, handled sensitively, and investigated promptly. If appropriate, disciplinary or corrective action will be taken.

7. Monitoring and Review

This policy will be reviewed at least every three years or sooner if there are changes in legislation or guidance. The Council will monitor its activities and decision-making to assess the effectiveness of this policy.
