

Equality, Diversity and Inclusion Policy – May 2026

BUCKLESHAM PARISH COUNCIL

Ruth Johnson
CLERK, BUCKLESHAM PARISH COUNCIL

Policy Statement

Bucklesham Parish Council acknowledges that the United Kingdom is diverse in culture, race, beliefs and religion. The Council appreciates that members of these groups are often under-represented, exposed to prejudice and stereotyping, and suffer various disadvantages within our society.

The Council is committed to being an equal opportunities organisation. The policy is to ensure that no one person, groups of people or organisations that the Council comes into contact with (either by virtue of activities organised by the Council or otherwise) receive less favourable treatment on the grounds of gender, sex, race, age, disability, colour, nationality, ethnic or national origin, marital status or religion.

The purpose of this policy statement is to set out clearly and fully the positive action that the Council intends to take to combat direct and indirect discrimination in employment policy, management of the organisation, relationships with other bodies, and the service it provides to the community, community organisations and individuals. This Policy covers all Councillors, employees, service users and volunteers and ensures all individuals have equal access to our services without harassment and complaints procedure.

The Aims of Bucklesham Parish Council

Our aim is to ensure that we become aware of discrimination and the problems it causes.

- Every possible step will be taken to ensure that individuals, groups and organisations are treated equally and fairly and that decisions of the Council on applications, selection, work, assistance, involvement and any other matter over which the Council has power to decide are based on objective and merit-related criteria.
- The Council will challenge practices, legislation and instructions which seek to discriminate against or deny the rights of individuals or groups in any form.
- The Council will seek to take positive action to address the inequalities in our society.
- The Council is committed to the equal opportunities policy set out in this document and will work to develop, improve and monitor it.

Legislation

The Council acknowledges the definitions of various groups of people who are vulnerable to discrimination as set out in the relevant UK legislation. The Council will support and implement the relevant UK legislation and will work to ensure that no person protected by the legislation is discriminated against unlawfully, and that any positive obligations and duties are performed. The Council gives the following specific commitments to the 9 protected characteristics:

1.Age

The Council believes that people of all ages have skills, experiences and ideas which are equally valid, and have valid needs, expectations and aspirations. The Council will not discriminate against anyone on the basis of age.

2.Disability

The Council recognises that they have a responsibility under UK legislation not to discriminate against a person who is disabled, or not apparently disabled or ill and will endeavour to meet those responsibilities.

3.Gender Reassignment

The Council recognises any individual's right to be addressed in which ever manner they chose. The Council endorses the right of any individual to reassign their gender and will not discriminate anyone on the basis of gender or their gender reassignment.

4.Marriage and Civil Partnership

The Council recognises the rights of individuals to choose to be married or in a civil partnership or neither and will not discriminate against anyone on the basis of their status.

5.Pregnancy

During the period of a woman's pregnancy and her statutory maternity leave, the Council will ensure she is protected under the Equality Act against discrimination on the grounds of either pregnancy or maternity. The Council acknowledges that breastfeeding is covered under the Equality Act and will ensure any breastfeeding mother is given a clean, safe and private space in which to feed their baby and ensure there is adequate changing facilities available to all parents.

6.Race

The Council will be alert to any implications of its service and actions for potential unlawful discrimination. The Council will challenge racism in any form and will encourage its Parishioners and service users to do the same.

7.Religion and Belief

The Council endorses the right of any individual to their own beliefs or the absence of a belief.

8.Sex

The Council recognises that discriminating against a person based on their sex is unlawful. The Council will ensure no persons are discriminated against due to their sex.

9.Sexual Orientation

The Council will ensure all sexual orientations (including but not limited to heterosexual, gay, lesbian or bisexual) will be protected against discrimination based on sexual orientation.

Sexist policies, practices and attitudes (including policies, practices and attitudes which may relate to sexual orientation and gender identity) will be challenged, and others will be encouraged to do the same.

This Policy was adopted by the Council at its meeting held on:

13th May 2026

Signed:

Ruth Johnson

Clerk

Clive Lenton

Chair

Version Control

Date	Details	Next Review
10th September 2020	First Publication	September 2021
1st September 2021	Review & Amend Clerk's details	September 2023
4th January 2023	Updated to include Protected Characteristics	September 2027
13th May 2026	Annual Review	May 2027