

Reedham Parish Council

Equality and Diversity Statement

Reedham Parish Council is committed to encouraging equality, diversity and inclusion and to eliminating unlawful discrimination amongst our members, staff, volunteers and those who engage with the Council. Our aim is that we will be truly representative of all sections of society, and to create an environment where all individuals are treated with dignity and respect and are able to contribute fully to the work of the Council.

We recognise our responsibilities under the Equality Act 2010 and the purpose of this statement is to provide equality and fairness for all involved and to ensure no-one is discriminated against on the grounds of gender, marital status, race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion or age.

We oppose all forms of unlawful discrimination, harassment, bullying and victimisation. All members, staff, volunteers and participants will be treated fairly and with respect and encouraged to develop to their full potential.

Our commitment is to:

- Create an environment in which individual differences and their contributions to our activities are recognised and valued.
- Create a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- Take seriously any complaints relating to discrimination or inappropriate behaviour.
- Support training and development to help individuals understand and meet their responsibilities.
- Monitor and review this Statement on a regular basis.

This Statement forms part of the Council's commitment to equality and should be read alongside the Equality and Diversity Policy, which provides the detailed legal and procedural framework.

Adopted: 2017 (as Equal Opportunities Statement)

This Review: April 2026