



# TERLING AND FAIRSTEAD PARISH COUNCIL

**Parish Clerk:** Tamasin Curtis

Avenley, New Road, Terling CM3 2PN

**Tel:** 07354 723482 or 07949 321312

**Email:** [clerk@terlingfairstead-pc.gov.uk](mailto:clerk@terlingfairstead-pc.gov.uk) **Web** [www.terlingandfairstead.org.uk](http://www.terlingandfairstead.org.uk)

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## EQUALITY AND DIVERSITY POLICY

The aim of this policy is to communicate the commitment of Terling and Fairstead Parish Council, its Members and Officers to meeting the Public Sector Equality Duty which came into force on 5 April 2011. This applies to public bodies and others carrying out public functions. It supports good decision-making and the promotion of equality and diversity by ensuring public bodies consider how different people will be affected by their activities and helping them to deliver policies, representation and services which are efficient and effective, accessible to all and which meet different people's needs.

Implementation of this policy is the responsibility of Terling and Fairstead Parish Council through elected and co-opted members, employees and others acting on its behalf.

The Equality Act came into force from October 2010 and brings together all legal requirements on equality. Under the Act everyone has the right to be treated fairly at work or when using a service. It protects people from discrimination on the basis of:

- Gender, including gender reassignment
- Marital or civil partnership status
- Pregnancy or maternity
- Religious belief or political opinion
- Race (including colour, nationality, ethnic or national origins)
- Disability
- Sexual orientation
- Age

It is our policy to provide representation, information, facilities, services and employment to all irrespective of any of the above characteristics.

Terling and Fairstead Parish Council is opposed to all forms of unlawful and unfair discrimination. All people and employees will be treated fairly and will not be discriminated against on any of the above grounds. All decisions will be made objectively and without unlawful discrimination.

Terling and Fairstead Parish Council aims to create a culture that respects and values each other's differences and promotes dignity, equality and diversity. We aim to remove barriers, bias or discrimination which prevent individuals or groups from realising their potential and contributing fully to the community.

Adopted May 2023

Reviewed May 2024

Reviewed May 2025

Next review May 2026