



Equality and Diversity Policy

This policy reinforces our commitment to providing equality and fairness to all our users and volunteers and to avoid less favourable facilities or treatment on the grounds of age, disability, gender, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, or sex and sexual orientation. We are opposed to all forms of unlawful and unfair discrimination.

1. Introduction

- Marden Links Parish Hub is supported and run by a working group of Marden Parish Council and is committed to providing and promoting equal opportunities, eliminating discrimination and encouraging diversity in the Community.
- Marden Links Parish Hub aims to create a culture that respects and values each other's differences and which promotes dignity, equality and diversity.
- An up-to-date copy of this Policy shall be maintained in the Hubs policy folder

2. Purpose

- Marden Links Parish Hub recognises that supporting equality is of primary importance. This policy will help volunteers and the working group to develop sound and effective policies that impact on the local community, whilst ensuring that Marden Links meets its duty under the Equality Act 2010.

3. Scope

- This policy applies to all, volunteers, contractors and users of Marden Links Parish Hub.
- It is the responsibility of every working group member and volunteer to ensure that they do not discriminate in any way. All involved have a duty to uphold equal opportunities principles. Any breach of this policy will be dealt with appropriately.

4. Equality Act 2010

- The Equality Act 2010 applies to public bodies and others carrying out public functions. It supports good decision-making by ensuring public bodies consider how different people will be affected by the activities, policies and services provided.



- The Equality Act 2010 places a Public Sector Duty on the Parish Council and its working groups to work to:
 - Eliminate discrimination, harassment, victimisation and any other conduct prohibited under the Act •
 - Advance equality of opportunity between persons who share a protected characteristic and persons who don't share it
 - • Foster good relations between persons who share a relevant protected characteristic and persons who don't share it
 - • No individual will be discriminated against. This includes, but is not limited to the following characteristics (known as protected characteristics under the Act): → Age → Disability → Gender → Marital status and civil partnerships → Pregnancy and maternity → Race → Religion and beliefs → Sexual orientation → Ethnic origin → Nationality.

5. Equality Commitments

- Marden Links Parish Hub supports the principles and practices of the Equality Act 2010 and recognises that it is the duty of all of the working group and volunteers to accept their personal responsibility for fostering a fully integrated community at work by respecting and adhering to the principles of equality for all.
- Marden Links Parish Hub will actively promote equality throughout the organisation through the application of policies which will ensure that individuals receive treatment that is fair and equitable and consistent with their relevant aptitudes, potential, skills, experiences and abilities.
- Marden Links Parish Hub is committed to:
 - Promoting equality opportunity for all persons
 - Promoting a good and harmonious environment in which all persons are treated with respect and valued
 - Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimization
 - Fulfilling its legal obligations under the Equality Act 2010.

6. Policy Review

- Marden Links Parish Hub will review this Policy as is necessary and appropriate, and at a minimum on an annual basis.
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7. Retention of documents



Marden Links

- The Clerk of the Parish Council will ensure that any documents with personal data are retained and then destroyed in line with the Parish Council's General Data Protection Regulation policies and documents.

Review by October 2023.