

WELTON-BY-LINCOLN PARISH COUNCIL

EQUALITY AND DIVERSITY POLICY

PRINCIPLES

The following principles guide our work:

We value diversity highly. We recognise that different people bring different perspectives, ideas, opinions, histories, knowledge and culture and that this difference brings great strength.

Discrimination, direct or indirect, based on a person's age; disability; family circumstance; gender; political opinion; race, colour, nationality, ethnic or national origin; religion or belief; sexual orientation; socio-economic background, trade union membership or other distinctions is unjust and will not be tolerated.

OUR COMMITMENT

We are committed to providing an inclusive culture in which all individuals are encouraged to participate fully and are treated on the basis of their abilities.

We will treat individuals with dignity and respect and provide an environment that is free from prejudice, bullying, harassment and unlawful discrimination.

We will take action to challenge inappropriate behaviour and discriminatory practice.

We will ensure that legislative requirements or other demands do not create a hierarchy between different aspects of equality and diversity in our community.

We will work towards providing our Councillors and staff with the knowledge and skills they need to understand and meet their equality and diversity responsibilities.

Adopted: May 2021

Reviewed: May 2025

Next review: May 2026