



COLNEY HEATH PARISH COUNCIL

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Equality & Diversity Policy

Colney Heath Parish Council positively welcomes and aims to support the growing diversity of the community we serve and the people we employ. The Council also recognises the changing patterns of households and the diverse requirements that will need to be met in and around the parish in the future.

The Council believes that the opportunity and freedom from discrimination are fundamental human rights and actively oppose all forms of discrimination.

The Council recognises its corporate responsibility under the equalities legislation and related Code of Practice including the following:

- The Sex Discrimination Act 1975 (amended 1986)
- The Equal Pay Act 1970
- The Race Relations Act 1976, 2000 (amended) and 2003 (amended)
- The Disability Discrimination Act 1995 and amendments
- The Human Rights Act 1998
- All European regulations and directives

Through European Employment regulations, the Council recognises it has a responsibility to promote equal opportunities in employment on the grounds of sexual orientation, religion, age or beliefs.

The Council aims to provide its services without discriminating against any part of society or the residents.

Discrimination and harassment is unacceptable and contrary to the Council's aim of providing quality services and the recruitment of staff.

This policy will be reviewed bi-annually or earlier if required by legislation changes or additional material.