

Equality Statement

Huggate Parish Council

Huggate Parish Council is committed to promoting equality, diversity, and inclusion in all aspects of its work and decision-making. The Council aims to ensure that all residents, visitors, councillors, employees, contractors, and volunteers are treated fairly, with dignity and respect.

The Council recognises the principles of the Equality Act 2010 and will not tolerate discrimination, harassment, victimisation, or unfair treatment on the grounds of:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race, colour, nationality, or ethnic origin
- Religion or belief
- Sex
- Sexual orientation

Our Commitment

Huggate Parish Council will:

- Treat all people fairly and with respect.
- Promote equality of opportunity within the community.
- Consider the needs of all residents when making decisions and developing policies.
- Seek to ensure that Council services, information, and activities are as accessible as reasonably practicable.
- Encourage participation in local democracy and community life by all sections of the community.
- Challenge discrimination and promote good relations between people from different backgrounds.
- Ensure that recruitment, employment, and appointment processes are conducted fairly and based on merit.

Decision-Making

When making decisions, the Council will consider the potential impact on different groups within the community and seek to ensure that its actions do not unfairly disadvantage any individual or group.

Complaints

Anyone who believes they have been treated unfairly or have experienced discrimination in relation to the Council's activities may raise their concerns with the Parish Clerk. Complaints will be considered seriously and dealt with in accordance with the Council's complaints procedures.

Review

This Equality Statement will be reviewed periodically to ensure it remains effective, relevant, and consistent with current legislation and best practice.

Adopted by Huggate Parish Council:

Date: 15th June 2026

Review Date: 15th June 2028

Signed (Chair): _____