

Almondsbury Parish Neighbourhood Plan

Equality and Diversity Policy

The Steering Group (committee) of the Almondsbury Parish Neighbourhood Plan (APNP) is committed to providing an environment where residents and volunteers can fulfil their full potential. We have developed this policy to make clear our commitment to ensuring that everyone should be treated with dignity and respect, in line with UK anti-discrimination legislation.

LEGAL POSITION

It is unlawful to discriminate against an individual on the following grounds:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

Under the Equality Act 2010 these are known as “protected characteristics”.

PURPOSE

The purpose of this policy is to provide equal opportunities to all volunteers and residents, irrespective of their characteristics (unless there are genuine occupational qualifications or objectively justified reasons for a different approach to be taken).

We oppose all forms of unlawful and unfair discrimination whether it be direct or indirect discrimination, victimization, or harassment on the grounds of any of the protected characteristics defined in the Equality Act 2010.

SCOPE

All residents and volunteers will be treated fairly and equally. Selection for training, remuneration or any other benefit will be based on aptitude and ability.

OUR COMMITMENT

Every volunteer is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment of any resident or volunteer will be tolerated. The commitment to equal opportunities is good management practice and makes sound business sense as it seeks to utilise the talents available from the local community, representing Society as a whole.

Breaches of our Equal & Diversity Policy will be regarded as serious misconduct and could lead to disciplinary proceedings. Volunteers and residents are entitled to complain about discrimination or harassment or victimisation through the APNG Complaints procedure.

This policy is fully supported by all members of the APNP Steering Group.

The policy will be monitored and reviewed, and other policies will be reviewed against the values stated in this Equality & Diversity policy.

Adopted: September 2025