



GRAYSHOTT PARISH COUNCIL

EQUALITY, DIVERSITY AND INCLUSION (EDI) POLICY

Document History

Version	2.0
Approved by Full Council	16 March 2026
Review Process	Maximum review period is 3 years. Every year, the clerk is responsible for confirming that there are no statutory changes required for this policy. If there are changes, this triggers full review of the policy and the review timeline is reset. If there are no changes, nothing is done unless it has been 3 years since the last review.
Date for next review	2029
Notes:	

Change History

Version 2, April 2026	Significant rewrite to policy to make language clearer. Moved sections specific to other policies to those policies to ensure that EDI is integrated into council work. Employment sections have been moved to the staff handbook. Sections about service provision and equal opportunity have been moved to Councillor's Handbook and referenced in the pledge signed by councillors.
-----------------------	---

Scope

The Grayshott Parish Council (GPC), as a corporate body, has responsibility as an employer, a service provider, and a public authority. Both Councillors and employees as individuals also have responsibilities, as well as rights. This policy applies to all staff, councillors, volunteers, and contractors working for or on behalf of the Council.

Definitions

For clarity, the GPC uses the following definitions:

Equality means ensuring everyone has the same opportunities and is treated with respect and dignity. It's not about treating everyone the same but recognising that everyone is different and has different needs that should be accommodated.

Diversity means recognising, respecting and valuing differences between people, including but not limited to differences in backgrounds, life experiences, skills, and perspectives.

Inclusion means creating an environment where everyone feels welcome, respected, and able to participate fully. It involves removing barriers that might exclude certain people or groups.

Protected Characteristics are the nine characteristics protected under the Equality Act 2010: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

Direct Discrimination occurs when someone is treated less favourably than another person because of a protected characteristic they have or are thought to have.

Indirect Discrimination occurs when a requirement, condition or practice is applied that has a disproportionate negative impact on people with a particular protected characteristic and the requirement cannot be objectively justified.

Harassment is unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual.

Victimisation occurs when someone is treated badly because they have made or supported a complaint or raised a grievance under the Equality Act 2010.

Policy Statement

- a. The GPC is committed to providing the highest quality of service provision and recognises that the implementation of an effective Equality, Diversity and Inclusion Policy is an integral part of such an approach.
- b. GPC will treat all its employees, partners, councillors, volunteers, contractors and customers with dignity and respect, free from discrimination, victimisation, and harassment, whilst recognising, respecting, and valuing differences.
- c. GPC understands its obligations under the Equality Act 2010 and is fully committed to its duty, imposed by section 149 of the 2010 Act (the Public Sector Equality Duty).

- d. GPC is committed to the principle of equal opportunities and declares its opposition to any form of less favourable treatment, whether through direct or indirect discrimination, on the grounds of the protected characteristics as specified in the Equality Act 2010.
- e. GPC is an Equal Opportunities employer and provider of services.
- f. GPC is committed to the promotion, maintenance, and protection of the rights of individuals and to promoting human rights and freedom, based on the principles of dignity and respect.
- g. All policies of GPC will be designed to support the principles and practices of equal opportunity, diversity, and inclusion, to foster a fully integrated community and maintain harmony.
- h. This policy should be read in conjunction with the Staff Handbook, the Councillor Handbook, the Councillor Pledge, the Complaints Procedure, and GPC Strategic Plan.