



Flat One, Palace Stable Yard
Beaulieu, Hampshire SO42 7YL

✉ clerk@beaulieu
☎ 07825 309333

Doc ref: EDP26~1

Published: May 2026

Next Review: May 2027

Equality & Diversity Policy

Introduction

- 1 Beaulieu Parish Council (“the Council”) is committed to providing and promoting equal opportunities, eliminating discrimination, and encouraging diversity in the community.
- 2 The Council aims to create a culture that respects and values differences and which promotes dignity, equality, diversity and inclusion.
- 3 An up-to-date copy of this policy shall be maintained on the Council’s website.

Purpose

- 4 The Council recognises that supporting equality is of primary importance. This policy will help councillors and employees of the Council to develop sound and effective policies that impact on the local community, whilst ensuring that the Council meets its duties under the Equality Act 2010.

Scope

- 5 This policy applies to all employees, volunteers, contractors, and councillors of the Council.
- 6 The Clerk and councillors have a duty to uphold equal opportunities principles. Any breach of this policy by them will be dealt with under the Council’s Code of Conduct or the disciplinary procedures, as appropriate.

Equality Act 2010

- 7 The Equality Act 2010 applies to public bodies and others carrying out public functions. It supports good decision-making by ensuring public bodies consider how different people will be affected by the activities, policies and services provided.
- 8 The Equality Act 2010 places a Public Sector Equality Duty on the Council to:
 - a Eliminate discrimination, harassment, victimisation, and any other conduct prohibited under the Act
 - b Advance equality of opportunity between persons who share a protected characteristic and persons who do not share it
 - c Foster good relations between persons who share a relevant protected characteristic and persons who do not share it
- 9 The Council will consider equality implications when developing policies, making decisions, and delivering services.

Beaulieu Parish Council Equality & Diversity Policy (cont'd)

- 10 No individual, group or organisation will be discriminated against on the grounds of the following characteristics (known as protected characteristics under the Act):
 - a Age
 - b Disability
 - c Gender reassignment
 - d Marriage and civil partnership
 - e Pregnancy and maternity
 - f Race
 - g Religion or belief
 - h Sexual orientation

Equality Commitments

- 11 The Council supports the principles and practices of the Equality Act 2010 and recognises that it is the duty of the Clerk and all councillors to accept personal responsibility for fostering a fully integrated and respectful community environment.
- 12 The Council will actively promote equality throughout the organisation through the application of policies that ensure individuals receive fair and equitable treatment, consistent with their aptitudes, potential, skills, experience, and abilities.
- 13 The Council is committed to:
 - a Promoting equality of opportunity for all persons;
 - b Promoting a good and harmonious environment in which all persons are treated with respect and valued;
 - c Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment, and victimisation; and
 - d Fulfilling its legal obligations under the Equality Act 2010.
- 14 The council will seek, where reasonably practical, to ensure that meetings, Communications, consultations and services are accessible and inclusive to all members of the community.
- 15 The council will make reasonable adjustments where required to enable individuals with disabilities to participate fully in council activities, meetings and services.