

# Riseley Parish Council Equality Policy Statement

## 1. Policy Statement

Riseley Parish Council is committed to promoting equality, diversity and inclusion in everything we do. We believe that everyone in our parish should be treated with fairness, dignity and respect, and that all residents should have equal access to opportunities, services and participation in community life — regardless of background or circumstance.

As a rural community, we recognise the importance of addressing barriers that may affect inclusion and accessibility, particularly for those living in remote areas or facing social or digital isolation.

## 2. Our Commitment

Riseley Parish Council will:

- Promote equality of opportunity and good community relations among all people, regardless of **age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation**.
- Work to ensure that all council services, facilities and communications are accessible, inclusive and responsive to the diverse needs of the parish.
- Encourage participation from all areas of the community — especially those who may be underrepresented or face barriers to involvement in rural settings.
- Challenge all forms of discrimination, harassment or victimisation whenever they occur.
- Foster a culture of understanding, respect and kindness among councillors, staff, volunteers and residents.

## 3. Responsibilities

- **All councillors, employees and volunteers** share responsibility for promoting equality and treating others with respect and fairness.
- The **Parish Clerk** will support the implementation of this policy, ensuring that equality and inclusion are considered in all council decisions and activities.
- The Council will offer appropriate guidance and development opportunities to raise awareness of equality, diversity and rural inclusion.

#### **4. Implementation**

Riseley Parish Council will:

- Embed equality and inclusion considerations into decision-making, service delivery and community engagement.
- Actively seek to improve physical, social and digital accessibility across the parish.
- Work in partnership with local organisations and residents to promote wellbeing, inclusion and equal access to community resources.
- Monitor and review the effectiveness of its equality commitments and take action where improvements are needed.

#### **5. Review**

This policy will be reviewed every **three years**, or sooner if required by changes in legislation or local circumstances.

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Approved at the Riseley Parish Council Meeting on 20 November 2025