



Policy: Equality, Diversity and Inclusion

Date of adoption by PC: 5 May 2026

Brenchley and Matfield Parish Council is committed to providing and promoting equal opportunities, eliminating discrimination and encouraging diversity and inclusion amongst our community.

To that end the purpose of this policy is to promote equality and inclusion and help prevent discrimination on grounds of gender, marital status, race, ethnic origin, nationality, national origin, disability, sexual orientation, religion or age. We oppose all forms of unlawful and unfair discrimination.

As an employer

The aim of Brenchley and Matfield Parish Council is that its workforce will be truly representative of all sections of society and that each employee feels respected and able to give their best.

All employees, whether part-time, full-time or temporary, will be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

Our commitment:

- To create an environment in which individual differences and the contributions of all our staff are recognised and valued
- Every employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated
- Training, development and progression opportunities are available to all staff
- Equality in the workplace is good management practice and makes sound business sense
- We will review all our employment practices and procedures to ensure fairness
- Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings
- The policy will be monitored and reviewed regularly to ensure it is compliant with current equal opportunities legislation and utilises, as far as is practicable, Advisory Conciliation and Arbitration Service (ACAS) guidelines and best practice.

As a community organisation

Brenchley and Matfield Parish Council is committed to creating a socially inclusive and cohesive community by:

- Promoting equal opportunity and equal access to employment, services and information
- ensuring that all employees have the right to the same contractual pay and benefits for carrying out the same work, work rated as equivalent work or work of equal value.



BRECHLEY AND MATFIELD PARISH COUNCIL
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- Identifying and addressing the barriers that different groups face to participation in community life
- Working towards ensuring fair and equitable resources
- Respecting and valuing the diversity of our community
- Working with others to ensure that Brenchley and Matfield is a safe place to visit or in which to live and work
- Listening and responding to the views of our communities through appropriate and widespread consultation and participation mechanisms, which are accessible to all
- Ensuring the communications we produce and the events we hold positively reflect and endeavour to promote the diversity of our communities and are made fully accessible.
- Seeking to make all buildings and open spaces that we are responsible for accessible, wherever possible, to all those in the community
- Expecting that those contractors and others from whom we procure goods and services share and implement our equality vision and values.