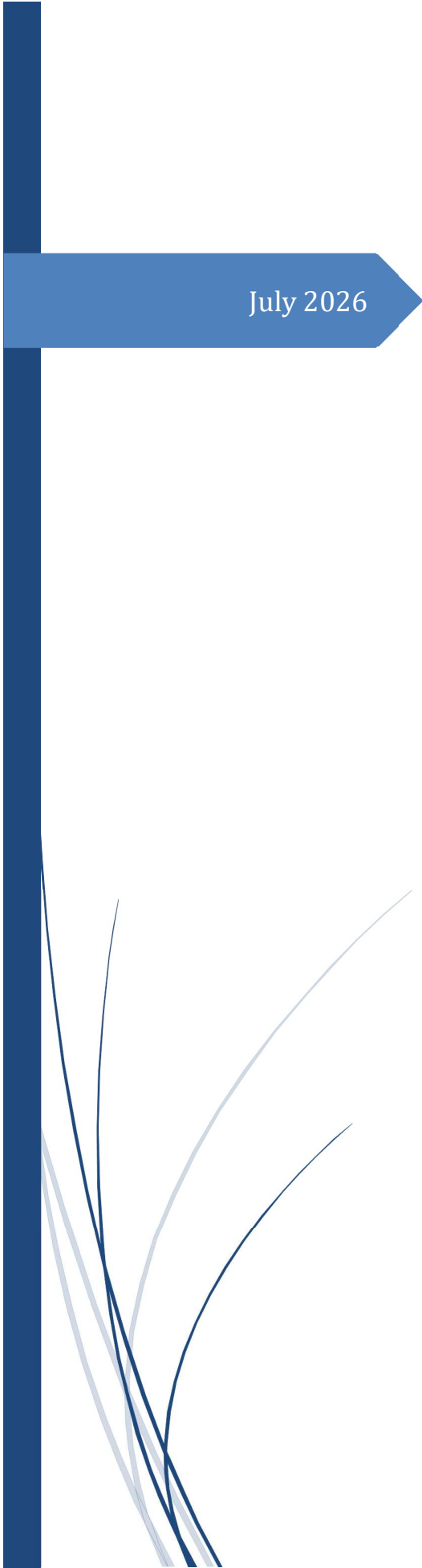




July 2026

Equality Policy

LATHOM SOUTH PARISH COUNCIL

Equality Policy

Lathom South Parish Council

1. Policy statement

Lathom South Parish Council is committed to promoting equality, diversity and inclusion in all aspects of its work.

We will treat everyone fairly and with respect, and we will not unlawfully discriminate against any person on the basis of a protected characteristic under the Equality Act 2010.

We aim to ensure that our services, decisions, employment practices and communication are accessible, inclusive and free from discrimination, harassment and victimisation.

2. Scope

This policy applies to:

- councillors
- the clerk/employee
- volunteers and contractors acting on behalf of the council
- all members of the public when dealing with the council
- all members of the council when dealing with the public

3. Protected characteristics

The council will not discriminate because of:

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

4. Our commitments

We will:

- provide services and make decisions fairly and without bias
- make reasonable adjustments where appropriate for disabled people
- consider accessibility when arranging meetings, publishing information and consulting residents

- ensure recruitment, appraisal and working arrangements are fair and based on ability and need
- challenge discriminatory behaviour
- , language or assumptions
- encourage a culture of respect and inclusion

5. Responsibilities

The council

The council is responsible for ensuring this policy is adopted, reviewed and followed.

The clerk/employee

The clerk will support implementation of this policy in day-to-day work and raise any concerns with the council chair or full council.

Councillors

Councillors must act in accordance with this policy and set an inclusive tone in meetings and public dealings.

6. Employment

As a small employer with one employee, the council will:

- recruit fairly and objectively
- not ask inappropriate or discriminatory questions
- make reasonable adjustments where needed
- deal with concerns promptly and confidentially where possible

7. Complaints and concerns

Anyone who believes they have been treated unfairly or discriminated against in relation to council business should raise the matter with the clerk or chair of the council.

The council will consider concerns seriously and deal with them as quickly and sensitively as possible.

8. Review

This policy will be reviewed every two years, or sooner if required by law or good practice.