

# St Neot Parish Council

## Statement on equality and diversity

St Neot Parish Council serves all members of the Parish, regardless of background or circumstances. Our mission is to be open to people, places, methods and ideas—and as such, equality and diversity are at the heart of everything we do. Our continued dedication to social justice and equality of opportunity is embodied in our vision and principles:

### Our vision of a fair and just society

We are seeking to enable and support an inclusive community and a society where:

- People are treated with dignity and respect
- Inequalities are challenged
- We anticipate, and respond positively to, different needs and circumstances so that we can encourage everyone to achieve their potential

### Our equality and diversity principles

- We value diversity and we recognise that different people bring different perspectives, ideas, knowledge and culture, and that this difference brings great strength.
- We believe that discrimination or exclusion based on individual characteristics and circumstances, such as age; disability; caring or dependency responsibilities; gender or gender identity; marriage and civil partnership status; political opinion; pregnancy and maternity; race, colour, caste, nationality, ethnic or national origin; religion or belief; sex; sexual orientation; socio-economic background; trade union membership status or other distinctions, represents a waste of talent and a denial of opportunity for self-fulfilment.
- We recognise that patterns of under-representation and differences in outcomes in St Neot can be challenged through positive action programmes.
- We respect the rights of individuals, including the right to hold different views and beliefs. We will seek to discourage these differences to be manifested in a way that is hostile or degrading to others.
- We encourage the residents and visitors of St Neot to also respect the rights of individuals and their right to hold different views and beliefs, by embracing the above at meetings and in our capacity as Councillors.
- We expect commitment and involvement from all our Councillors, partners and providers of goods and services in working towards the achievement of our vision.

**ADOPTED BY ST NEOT PARISH COUNCIL 21/02/2024. REVIEW DATE FEBRUARY 2025**