**NETTLEHAM PARISH COUNCIL**

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**EQUAL OPPORTUNITIES POLICY**

1. **What do we value?**

* We value people from all backgrounds and believe they have a right to be free from prejudice and discrimination.
* We believe that while people are all different, they have an equal right to benefit from opportunities.
* We recognise that discrimination can be overt or covert – open or hidden.
* We endeavour not to discriminate on the grounds of: ability; age; colour; ethnic or national origin; gender; gender reassignment; intellect; marital status; nationality; race; religion or belief; sexual orientation; social or economic status (this is not an exhaustive list)
* Equality of opportunities is an integral part of what we do, not an after-thought.

1. **How will we do this?**

***i) People (members, staff, volunteers and users)***

* We challenge discriminatory comments, and support colleagues in challenging discriminatory comments.
* We recognise that people on the receiving end of such behaviour may need support.
* We welcome discussion with people with special requirements to identify how their needs might be met.
* We make sure anyone providing information about discrimination is not victimised.

***ii) Resources***

* We ensure that any resources are balanced and reflect the diverse nature of the community.
* We endeavour to ensure that any resources are as accessible as possible to all abilities/cultures/languages of the community.

***iii) Meetings***

* We endeavour to hold these at a time and place suitable to the majority, if not to all.

***iv) Food***

* We respect people’s dietary needs, whether these are cultural, medical or moral.

***v) Employment and volunteering***

* We have a commitment to equal opportunities as part of any job description.
* We advertise as widely as possible, in accordance with needs and resources.
* We focus on ability, not disability.
* We treat all applicants fairly.
* We regularly review our procedures and application forms for staff and volunteers.
* Volunteers are as respected and supported as members of staff.
* We have an induction procedure for staff and volunteers

***vi) Training***

* Staff and volunteers are encouraged to attend training relevant to their work.
* We encourage staff and volunteers to look at their personal/career development.

1. ***Disability Discrimination Act (DDA)***

* We seek advice on making information and premises accessible under the DDA, where it is feasible to do so.
* We seek advice on recruitment and employment issues as necessary under the DDA.

1. ***Council Website***

* We seek to provide information in a format that is accessible to people with a disability on our website – in line with The Public Sector Bodies (website and mobile applications) Accessibility Regulations 2018. These regulations come into force on 23/09/20.

1. ***Monitoring and Reviewing***

* The make-up of volunteers, staff, users and participants endeavours to be inclusive of the whole community wherever possible.

**Reviewed & Approved at Nettleham Parish Council Meeting held on 15 Sept 2020**

**Reviewed at the Annual Meeting of Nettleham Parish Council held on 31.05.22**

**Reviewed & re-approved at Nettleham Parish Council Meeting held on 16 May 2023**

**Reviewed and re adopted 21 May 2024 - Next review due May 2025**