

## **NORTHREPPS PARISH COUNCIL**

### **EQUAL OPPORTUNITIES POLICY**

**Northrepps Parish Council is committed to providing services which embrace diversity and promote equality of opportunity.**

As an employer, Northrepps Parish Council is committed to equality within its workforce.

Our goal is to ensure that these commitments, reinforced by our values, are embedded in our day-to-day working practices with all our customers, contractors, colleagues and partners.

We will provide equality of opportunity and will not tolerate discrimination on grounds of gender, gender identity, marital status, sexual orientation, race, colour, nationally, religion, age, disability, HIV positivity, working pattern, caring responsibilities, trade union activity or political beliefs – or any other grounds.

We will demonstrate our commitment by:

- promoting equality of opportunity and diversity within the communities in which we work and with all our partners and workforce.
- aiming to build a workforce which reflects our customer base, within the diverse communities in which we work, with the aim of having parity of representation across the workforce.
- encouraging recruitment from groups currently under-represented in the department and their career progression once employed.
- treating our customers, colleagues and partners fairly and with respect.
- promoting an environment free from discrimination, bullying and harassment, and to challenge and tackle behaviour which breached this.
- recognising and valuing the differences and individual contribution that people make.
- providing support and encouragement to staff to develop their careers and increase their contributions to the organisation through the enhancement of their skills and abilities.

- building in legislative requirements and best practice to all our service delivery and employee policies and procedures, and supporting these with appropriate training and guidance.

Every person working for Northrepps Parish Council has a personal responsibility for implementing and promoting these principles in their day-to-day dealings with everyone – including members of the public, other staff and employers and partners. Inappropriate behaviour is not acceptable.

We will measure and report on the effectiveness of our service delivery and employee policies and processes, in relation to these principles, by building performance monitoring and management information requirements into policy and product development. This information will be used to inform future policy and to enhance business processes.

**In implementing its Equality and Diversity Policy, Northrepps Parish Council will have due regard to The Equality Act 2010.**

Adopted Sept 2015

Reviewed June 2022

Next review June 2024