

## **WERRINGTON NEIGHBOURHOOD COUNCIL**

### **EQUALITY POLICY**

Werrington Neighbourhood Council and Werrington Area Forum recognises that everyone has a contribution to make to our society and a right to equal opportunity. No job applicant or employee, member, volunteer or organisation/individual to which we provide services will be discriminated against by us on the grounds of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation.

We aim to provide equal opportunities, eliminate discrimination and eliminate harassment through the following:

- Opposing all forms of unlawful and unfair discrimination and eliminate harassment through the following:
- Opposing all forms of unlawful and unfair discrimination.
- All employees (whether part time, full time or temporary), volunteers, members, and beneficiaries will be treated fairly and with respect.
- Membership will be open to all.
- All vacancies will be advertised internally and externally simultaneously and will include a statement on equal opportunities.
- Selection for employment/volunteering. Promotion, training or any other benefit will be on the basis of aptitude and ability. All selection/rejection decisions will be recorded.
- All employees/volunteers/members will be helped and encouraged to develop their full potential and the talents and resources of individuals will be fully utilised to maximise the efficiency of the organisation.
- All employees/volunteers/members have a legal and moral obligation not to discriminate and to report incidents of discrimination against any individual or group of individuals to a duly elected officer of Werrington Neighbourhood Council and Werrington Area Forum.

#### **Our Commitment**

- To create an environment in which individual differences and the contributions of all our staff, volunteers, members and beneficiaries are recognised and valued.
- Every employee, volunteer, member, and beneficiary is entitled to be part of an environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.

- Equality is good management practice and makes sound sense. Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings or membership disqualification.

This policy is fully supported by the Members of the Neighbourhood Council and Werrington Area Forum

The policy will be monitored and reviewed annually.

The successful implementation of this policy depends on the awareness and commitment of all staff, volunteers and members. Hence all new staff, volunteers, members of the Council will be made aware of its existence on joining the organisation and reminded they must conform with it on a regular basis.

### **Declaration**

This policy is hereby adopted by Werrington Neighbourhood Council and Werrington Area Forum in accordance with its constitution.

Signed virtually on 23<sup>rd</sup> November 2020

Name: Vince Moon

Position: Chair

Signed virtually on 23<sup>rd</sup> November 2020

Name: Sally Weald

Position: Secretary