WERRINGTON
Neighbourhood Council
50 YEARS SERVING THE RESIDENTS OF WERRINGTON

EQUALITY, INCLUSION AND DIVERSITY POLICY

1. INTRODUCTION

Werrington Neighbourhood Council (hereafter referred to as 'The Council'),and Werrington Area Forum recognises that everyone has a contribution to make to our society a right to equal opportunity and feels included and empowered within a diverse group. No member, volunteer, individual or organisation to which we provide services will be discriminated against by us on the grounds set out below.

'The Council' is committed to pursuing an equal opportunities approach in every aspect of Council's activity and recognises its statutory duties under legislation in terms of service provision and is committed to meet them by complying with this policy.

'The Council' is also committed to ensuring our organisation is free of harassment and bullying and that everyone is treated with dignity and respect.

2. LEGISLATION AND CODES OF PRACTICE

'The Council' recognises its responsibilities under equality legislation and related codes of practice including the following:

- The Sex Discrimination Act 1975 (amended 1976)
- The Equal Pay Act 1970
- The Race Relations Act 2010
- The Disability Discrimination Act 1995 and amendments
- The Human Rights Act 1998
- Equality Act 2010
- Group equality, diversity, and inclusion strategy 2025 to 2028.

And recognises it is unlawful to discriminate against an individual on the following "protected characteristics":

- 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

3. PURPOSE

This policy sets out the Council's commitment to providing equal opportunities for everyone, regardless of their characteristics. Different treatment will occur only where there is a genuine and objectively justified reason.

The Council recognises and welcomes the changing composition of households and the population across the parish. It will remain mindful of the diverse needs that may arise now and in the future.

The members of the Council and Werrington Area Forum fully support this policy.

4. AIM

The Council promotes equality and inclusion and prevents discrimination and harassment by:

- **Preventing discrimination and harassment:** opposing unlawful or unfair discrimination, harassment, and victimisation.
- **Ensuring fair treatment:** treating volunteers, members, and beneficiaries fairly and with respect.
- **Providing open membership:** making membership available to all, subject to lawful eligibility requirements.
- **Advertising fairly:** advertising vacancies internally and externally at the same time, with an equal opportunities statement.
- **Applying objective selection:** basing volunteering, promotion, training and benefit decisions on aptitude and ability, and recording outcomes.
- **Supporting development:** helping volunteers and members fulfil their potential and use their skills effectively.
- **Reporting concerns:** requiring volunteers and members not to discriminate and to report suspected discrimination to an elected officer of the Council or Werrington Area Forum.
- **Promoting compliance:** informing new volunteers and Council members about this policy and requiring everyone to follow it.

5. COMMITMENT

Our commitments are to:

- **Valuing contributions:** Create an inclusive environment where individual differences are respected and the contributions of staff, volunteers, members, and beneficiaries are recognised and valued.
- **Dignity and respect:** Ensure that every volunteer, member, and beneficiary is treated with dignity and respect. Intimidation, bullying and harassment will not be tolerated.

- **Accountability:** Promote equality as an essential part of good governance and effective management. Breaches of this policy may be treated as misconduct and could result in disciplinary action or disqualification from membership.

6. REASONABLE ADJUSTMENTS

The Council will consider reasonable adjustments to reduce barriers affecting:

- **Members and volunteers:** disability-related barriers to conducting their roles.
- **Visitors and the public:** barriers to communicating with the Council or attending meetings.
- **Meeting venues:** The Council does not control access or facilities, including toilets, at community venues.

Reasonable adjustments will depend on the circumstances and may include:

- **Advance information:** publicising meetings and known access restrictions in good time.
- **Accessible venues:** changing locations where practicable to enable attendance.
- **Communication support:** providing suitable assistance or alternative communication methods.
- **Attendance support:** taking other reasonable steps to enable participation.

7. REVIEW

The policy will be monitored periodically and updated if the law changes with any actions reported to improve equality and diversity to the committee, With the policy being revied annually.

8. DECLARATION

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

Reviewed:	24th October 2026	**Adopted:**	16th November 2026	**Next Review:**	October 27

SIGNED:	V Moon	SIGNED:	S Ward
PRINT:	V. S. MOON	PRINT:	S WARD
DATED:	16/11/26	DATED:	16/11/26
POSITION:	CHAIR	POSITION:	Acting Secretary