

Dullingham Parish Council
dullinghamparishclerk@dullingham.org.uk
Equal Opportunities

It is central to our work that we take action to address any social disadvantage. We are aware that positive action may be needed in some areas and within the scope of the Parish Council

Within this framework Dullingham Parish Council will not discriminate on the basis of age, gender, disability, race, class, religion, sexuality, marital status, caring responsibility, HIV status or unrelated criminal conviction. Dullingham Parish Council will also actively seek to ensure that no volunteer is subject to such discrimination with any host agency to which he/she may be referred.

To make this policy effective, Dullingham Parish Council will:

- ensure that any key issues identified are built into our service plans as required
- monitor, through verbal and written reports, and statistics where appropriate, the delivery, accessibility and availability of our services, including volunteer placements
- continually review our service provision and provide where necessary training for Parish Council members and volunteers
- operate and publicise procedures for informal feedback and formal complaints

Employment & Volunteering

We are committed to being an equal opportunity employer. We will ensure that no job applicant, employee, volunteer or placement student:

- receives less favourable treatment on the grounds of age, gender, marital status, race, religion, creed, sexual orientation, disability, unrelated criminal conviction, HIV status or membership of a trade union
- is disadvantaged by conditions or requirements which cannot be justified

The programme of action to make this policy effective involves:

- internal procedures for resolving staff grievances and problems arising for volunteer
- fair and effective selection and appraisal procedures (to ensure that individuals are treated on the basis of their relevant merits and abilities)

Governance

We will seek to ensure that our Parish Council is made up of a diverse group of people, including any significantly under-represented groups identified.

The programme of action to make this policy effective involves:

- regular self-appraisal by the Parish Council
- clear and transparent policies for membership of the Parish Council
- induction, training and guidance for Parish Council members

Parish Council will:

- ensure that key issues identified above are built into our service plans if applicable

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Date adopted : Annually, last adopted May 2023
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