

Dullingham Parish Council

Equal Opportunities

Dullingham Parish Council is committed to promoting equality, diversity and inclusion across its work, decision-making, employment, volunteering and service delivery. The Council will have due regard to its responsibilities under the Equality Act 2010 and the Public Sector Equality Duty, including the need to eliminate unlawful discrimination, advance equality of opportunity and foster good relations within the community.

In applying this policy, Dullingham Parish Council will not unlawfully discriminate because of any protected characteristic, including age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation. The Council will seek to ensure that councillors, employees, volunteers, contractors, service users and members of the public are treated fairly, with dignity and respect.

To make this policy effective, Dullingham Parish Council will:

- consider equality impacts proportionately when developing policies, making decisions and planning services
- monitor, where appropriate, the delivery, accessibility and availability of its services and activities
- review service provision and provide appropriate guidance or training for councillors, employees and volunteers where necessary
- operate and publicise procedures for informal feedback and formal complaints

Employment and Volunteering

The Council is committed to being an equal opportunities employer and to applying fair, transparent and objective arrangements for employment and volunteering. The Council will ensure that job applicants, employees, volunteers and placement students are not:

- receives less favourable treatment because of a protected characteristic
- is disadvantaged by requirements, practices or criteria that cannot be objectively justified
- is subject to bullying, harassment, victimisation or other unlawful discrimination

Actions to support this policy include:

- clear procedures for resolving employee grievances and concerns raised by volunteers
- fair and effective recruitment, selection, induction and appraisal procedures, so that individuals are treated on the basis of their relevant merits, skills and abilities
- reasonable adjustments where appropriate to support disabled applicants, employees, volunteers and service users

Governance

Dullingham Parish Council will encourage participation from all sections of the community and support an inclusive and respectful culture in its meetings, decision-making and public engagement.

Actions to support this policy include:

- regular review of Council policies, procedures and practices
- clear, transparent and accessible arrangements for Council meetings and public participation

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- induction, training and guidance for councillors, employees and volunteers where appropriate

The Council will also:

- make information and communications as clear and accessible as reasonably practicable
- consider reasonable adjustments to remove or reduce barriers to participation and access to services
- take complaints or concerns about discrimination, harassment, bullying or victimisation seriously and address them through the appropriate Council procedure
- review this policy periodically to ensure that it remains compliant with legislation and relevant guidance

Formal Approval of this Equal Opportunities Statement

Approved by:

Dullingham Parish Council

Adopted: 5 November 2020

Reviewed: 3 July 2026