



Parish Clerk

King George V Playing Fields Pavilion
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FRAMWELLGATE MOOR PARISH COUNCIL

EQUALITY & DIVERSITY POLICY

Framwellgate Moor Parish Council recognise that everyone has a contribution to make to our society and a right to equal opportunity.

No job applicant or employee, member, volunteer organisation or individual to which we provide services will be discriminated against by us on the grounds of:

- gender (including sex, marriage, gender re-assignment);
- race (including ethnic origin, colour, nationality and national origin);
- disability;
- sexual orientation;
- religion or belief;
- age.

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

1. Opposing all forms of unlawful and unfair discrimination.
2. All employees, volunteers, members, and beneficiaries will be treated fairly and with respect.
3. Membership of organisations using Council facilities will be open to all.
4. All vacancies will be advertised internally and externally simultaneously and will include a statement on equal opportunities.
5. Selection for employment/volunteering, promotion, training or any other benefit will be on the basis of aptitude and ability.
6. 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 the Chair of the Parish Council and/or the Parish Clerk.

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.

Adopted October 2017 – to be reviewed annually in December