**WILSFORD PARISH COUNCIL**

**EQUAL OPPORTUNITIES POLICY**

**What do we value?**

* We value people from all backgrounds and believe they have a right to be free from prejudice and discrimination.
* We believe that while people are different, they have an equal right to benefit from opportunities.
* We recognise that discrimination can be overt or covert – open or hidden.
* We endeavour not to discriminate on the grounds of ability, age, colour, ethnic or national origin; gender; gender reassignment; intellect; marital status; nationality; race; religion or belief; sexual orientation; social or economic status (this is not an exhaustive list)
* Equality of opportunities is an integral part of what we do, not an after-thought.

**How will we do this?**

***People (members, staff, volunteers, and users)***

* We challenge discriminatory comments, and support colleagues in challenging discriminatory comments.
* We recognise that people on the receiving end of such behaviour may need support.
* We welcome discussion with people with special requirements to identify how their needs may be met.
* We make sure anyone providing information about discrimination is not victimised.

**Resources**

* We ensure that any resources are balanced and reflect the diverse nature of the community.
* We endeavour to ensure that any resources are as accessible as possible to all abilities, cultures, languages of the community.

**Meetings**

* We endeavour to hold these at a time and place suitable to the majority, if not to all.

**Employment and Volunteering**

* We have a commitment to equal opportunities as part of any job description.
* We advertise as widely as possible, in accordance with needs and resources.
* We focus on ability, not disability.
* We treat all applicants fairly.
* We regularly review our procedures and application forms for staff and volunteers.
* Volunteers are as respected and supported as members of staff.
* We have an induction procedure for staff and volunteers.

**Training**

* Staff and volunteers are encouraged to attend training relevant to their work.
* We encourage staff and volunteers to look at their personal/career development.

**Disability Discrimination Act**

* We seek advice on making information and premises accessible under th4e DDA, where it is feasible to do so.
* We seek advice on recruitment and employment issues as necessary under the DDA.

**Monitoring and Reviewing**

* The make-up of volunteers, staff, users, and participants endeavours to be inclusive of the whole community wherever possible.

Adapted from LALC Model documents and procedures.

Adopted by Wilsford Parish Council 14.06.22