



Tel 01508 447688

Email [clerk@newtonflotmanpc.co.uk](mailto:clerk@newtonflotmanpc.co.uk)

Website [www.newtonflotmanpc.co.uk](http://www.newtonflotmanpc.co.uk)

## Equalities and Diversity Policy

Newton Flotman Parish Council is committed to Equal Opportunities.

We therefore wholeheartedly accept our legal obligations and understand that it is unlawful to discriminate against an individual on the following grounds:

- **age**
- **disability**
- **gender reassignment**
- **marriage and civil partnership**
- **pregnancy and maternity**
- **race**
- **religion or belief**
- **sex**
- **sexual orientation**

Newton Flotman Parish Council is committed to implementing Equality of Opportunity in carrying out all its various functions. We are committed to the development of effective policy, strategy and standards, and to the monitoring, review and evaluation towards the achievement of Equality of Opportunity.

Newton Flotman Parish Council also recognises that whilst much can be achieved through the development of policies, practices and procedures to eliminate unlawful and unfair discrimination, real progress towards Equality of Opportunity requires a programme of action which involves the commitment and participation of staff and Councillors. Equal Opportunities require a genuine commitment to the policy from everyone.

### Achievement Method

In order to achieve this aim we will ensure that:

- Services are delivered in a way that make them as accessible to all as possible
- Information about vacancies is easily available to everyone who may be interested in applying
- Application forms and other related documentation are easily understood and do not contribute to or lead to possible inferences of discrimination
- Fair recruitment and selection practices are used, to ensure people are recruited or promoted on merit.

Reviewed September 2021  
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