

TAVERHAM PARISH COUNCIL

EQUALITY POLICY STATEMENT

It is the policy of this Council to promote equal treatment for everyone regardless of their race, nationality, colour, age, religion, sex, ability or political affiliation.

This general policy will underpin all other policies about present and future functions of the Council.

This policy means –

1. Councillors will give equal consideration to everyone applying to become a Member of the Parish Council, when there is a vacancy to be filled by co-option.
2. The Council will give equal treatment to all its employees; to all applicants for employment with the Council; to all applicants for training and/or promotion by Council staff; and to all complaints about disciplinary action decided in respect of any employee.
3. We will encourage parishioners' questions and comments and will treat them with equal courtesy and respect. However, we will not entertain, or respond to, comment or questions which seek to undermine this policy or which contravene any discrimination legislation current at the time.
4. We will be sensitive and non-judgemental in responding to individual needs.
5. We will involve all parishioners in our decision making where possible.
6. We will answer all questions openly and honestly.
7. We will do our best to make sure that everyone has the best possible access to information about what we do and how we make decisions.
8. We will expect all Councillors, all Council employees, and those who work for the Council as paid contractors or volunteers, to follow the principles of equal treatment for all.
9. We will welcome and consider all suggestions to improve the way in which we provide services so that everyone can use them. You can give us your suggestions in any of the following ways:
 - Write to or visit the Clerk at the Council office at Taverham Village Hall, Sandy Lane, Taverham, NR8 6JR
 - Phone 01603 260538
 - Write to any Parish Councillor – their addresses are on the noticeboards in the village.

This policy will be reviewed annually.