

Prudhoe Community Partnership recognises that it functions at a fundamental level of local delivery and that the services affect both directly and indirectly, the lives of all those who live in, work in, and visit Prudhoe and the hinterlands. Consequently, it further recognises that it has a role in the pursuit of equality of opportunity for all.

The Partnership acknowledges that certain groups and individuals within society are discriminated against and wishes to declare its commitment to working towards equality in employment, volunteering and in the delivery of its services.

In particular, the Partnership will work to combat discrimination and ensure that prospective or current employees and those who may use or wish to use the Partnership's services are not treated less favourably on the grounds of age (within the context of normal retirement age where appropriate for employment purposes), disability, ethnicity, gender, marital status, sexual orientation, culture, religion or nationality, or are disadvantaged by the application of any other conditions or requirements which cannot be shown to be justified. In doing so the Partnership will work within its resources and the appropriate legislative framework to resolve any issues identified.

In employment the aim is to provide a non-discriminatory working environment where discrimination, harassment or bullying is unacceptable and will not be tolerated. Employment policies, procedures and practices will promote equality of opportunity and all decisions regarding recruitment, selection, training, promotion and career management will be based solely on objective and job-related requirements.

In access to services the aim is to ensure that all those who receive a service from the Partnership or wish to use a service can do so without fear of discrimination or disadvantage.

Translating this policy and ethos into practise is the responsibility of all employees (no matter how employed) and Trustees of the Partnership.

Rules of Behaviour

The rules of behaviour should be viewed in the light of the commitment to eliminate discrimination and harassment against individuals and particular groups set out above. The following types of behaviour are unacceptable

- attacks on individuals or groups based on their race, gender, ethnic origin, disability or sexual orientation
- discriminatory name calling, insulting remarks, jokes or threats

- encouraging other people to harass or discriminate against another individual or group
- displaying insignia/slogans/literature which may cause offence whilst on Partnership business or on Partnership premises

Equal Opportunities Act 2010

Prudhoe Community Partnership will undertake the following steps to ensure compliance with the spirit of the Equality Act 2010 and relates all aspects of discriminations on the grounds of age (within the context of normal retirement age where appropriate for employment purposes), disability, ethnicity, gender, marital status, sexual orientation, culture, religion or nationality.

- The Partnership will think and plan to meet the requirements of our disabled users and members of the public.
- The Partnership will not make assumptions about disabled people based on speculation or stereotypes. Employees, trustees and volunteers will think about the wide range of disabilities there are when planning and developing Prudhoe Community Partnership.
- The Partnership will ask disabled people themselves how they can best be served and will listen to them carefully and respond to what they really want. The Partnership will consult with disability organisations.
- The Partnership will let disabled users and members of the public know how to request assistance and will have a complaints procedure that is easy for everyone to use.
- The Partnership will ensure respect the dignity of a disabled person when providing a service and/or a project.
- The Partnership will encourage disabled people to use our services through positive practices. The effectiveness of practices will be evaluated and monitored on a regular basis.
- The Partnership will ensure that staff, trustees and volunteer training include disability awareness and disability etiquette.

People are entitled to be treated fairly, in a consistent manner and with dignity and respect.

Prudhoe Community Partnership will regularly review whether the services and/or projects provided comply with this policy and the relevant legislation.

Further information can be found on the Legislation gov website

<https://www.legislation.gov.uk/ukpga/2010/15/contents>

Policy adopted	September 2020
Policy reviewed	November 2021
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