

Equality and Diversity

Equal opportunities are key to building a diverse and inclusive workforce representative of the communities which we serve. The Council is committed to valuing all people, treating them with dignity and respect and creating a diverse and inclusive community

The principles which the Council adopts are:

The Council recognises the value of a workforce in which people from diverse backgrounds are able to contribute to the running of Council services, delivering the Council's strategic priorities and informing change initiatives.

All staff are treated fairly and equitably regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation (the protected characteristics).

That steps are taken to attract a diverse pool of talent and experience

We will make appointments only on the basis of the best match between the individual, identified through the stages of the selection procedure (application form, interview, selection tests etc.) and the post, identified by reference to the job description and person specification, without regard to any other non-material factors, e.g. gender, being married or in a civil partnership, sex, race, ethnic origin, nationality, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or age except where there is a Genuine Occupational Requirement (GOR).

The overriding principle is that the most suitable person for the job is appointed. Where appropriate, reasonable adjustments will be made to support disabled employees.

The following information is relevant for candidates looking for additional support:

All candidates are asked whether they wish to be considered for a role on a part-time basis. Wherever possible, job share or flexible working arrangements will be accommodated in line with the requirements of the post and service needs.

Northumberland County Council recognises the difficulties that transgender applicants in particular may face during a recruitment process; any concerns regarding the process can be discussed with Rebecca Harding (Trans HR Support Officer) on 01670 623 130 or email rebecca.harding@northumberland.gov.uk.

We operate a guaranteed interview scheme for disabled applicants who meet the essential criteria.

If you have a disability and would prefer to apply in a different format or would like us to make reasonable adjustments to enable you to attend interview please email

hrrecruitment@northumberland.gov.uk