

SNARESTONE PARISH COUNCIL

EQUAL OPPORTUNITIES POLICY

Snarestone Parish Council is committed to upholding equality and diversity in the workplace and has adopted this policy to ensure equality and fairness for all of its employees and to not discriminate on the grounds of age, disability, sex, gender reassignment, pregnancy, maternity, race (which includes colour, nationality and ethnic or national origins), sexual orientation, religion or belief, gender or because someone is married or in a civil partnership.

Snarestone Parish Council opposes all forms of unlawful and unfair discrimination in the form of direct or indirect discrimination, harassment or victimisation on the grounds of any of the protected characteristics defined in the Equality Act 2010.

Although the overall responsibility for achieving and promoting equality and diversity rests with the employer (the Parish Council), its employees also have a responsibility to own and promote this Policy. The active co-operation of members and all employees is essential for the ongoing success of the Council's Equal Opportunities Policy.

SCOPE

All employees, whether full-time, part-time, temporary or casual, will be treated fairly and equally.

Selection for employment, promotion, training or any other benefit will be on the basis of qualification, aptitude and ability.

All employees will be helped and encouraged to develop their full potential such that their talents and resources can be fully utilised to maximise the efficiency of the Council.

COMMITMENT TO DIVERSITY

Snarestone Parish Council, in the delivery of its services and in its employment of staff, will:

- Be proactive in eliminating discrimination as a result of a protected characteristic.
- To create an environment in which individual differences and the contributions of all staff are recognised and valued.
- Respect the right of people to have a private and family life and to maximise their potential in all aspects of their lives.
- Promote dignity and respect at work.

- Promote and work towards creating a fairer community without discrimination and prejudice. No form of intimidation, bullying or harassment will be tolerated.
- Training, development and progression opportunities are available to all staff.

REVIEWING THIS POLICY

The council seeks to involve all sections of staff in the continuing development and implementation of this policy.

This policy has been adopted by Snarestone Parish Council will be reviewed to ensure that it is compliant with current legislation and best practice and to continue its commitment to promoting equality and diversity.

Existing codes of practice, management guidelines, instructions, procedures, etc will be regularly reviewed to ensure that the Council's commitment to equality of opportunity as set out in this policy statement is adopted and implemented.

Breaches of this Policy will be regarded as misconduct and could lead to disciplinary proceedings.

This Policy is fully supported by all members of the Council