

Aldbury Parish Council

Equal Opportunities Policy

PURPOSE

The purpose of this policy is to provide equal opportunities to all employees, irrespective of their characteristics (unless there are genuine occupational qualifications or objectively justified reasons for a different approach to be taken) and an equality of opportunity in the provision of services and access to Parish Council facilities.

LEGAL POSITION

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

Under the Equality Act 2010 these are known as “protected characteristics”.

We oppose all forms of unlawful and unfair discrimination whether it be direct or indirect discrimination, victimisation or harassment on the grounds of any of the protected characteristics defined in the Equality Act 2010.

EQUALITY OF OPPORTUNITY FOR ALDBURY PARISH COUNCIL EMPLOYEES

All employees whether full-time, part-time, fixed term contract, agency workers or temporary staff, will be treated fairly and equally. Selection for employment, training, remuneration or any other benefit will be based on aptitude and ability. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the council.

Every employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.

EQUALITY OF OPPORTUNITY FOR CONTRACTORS

All Contractors will be treated fairly and equally in accordance with this Policy.

EQUALITY OF OPPORTUNITY IN SERVICE DELIVERY

Aldbury Parish Council is committed to equality of opportunity in the provision of services and access to its facilities. The Council will deliver services that are relevant, of appropriate quality and are accessible.

COMMITMENT

This policy is fully supported by all Members of the council. Breaches of the policy will be regarded as serious misconduct and could lead to disciplinary proceedings.

The Policy will be reviewed every two years to ensure it remains commensurate with the law and best practice.

Adopted February 2022