

# WERRINGTON PARISH COUNCIL

## EQUAL OPPORTUNITIES POLICY



### 1. PURPOSE

The Parish Council is committed to equal opportunities in the employment of its staff. It recognises its statutory duties under the Equality Act 2010 in and is committed to meet them by complying with this policy.

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).

The Council opposes all forms of unlawful and unfair discrimination whether it be direct or indirect discrimination, victimization or harassment on the grounds of any of the protected characteristics defined in the Equality Act 2010 or the identified additional unfair grounds.

### 2. LEGAL POSITION

It is unlawful to discriminate against an individual on the following grounds:

- Age
- Gender Reassignment
- Pregnancy and Maternity
- Religion or Belief
- Sexual Orientation
- Disability
- Marriage and Civil Partnership
- Race
- Sex

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

It is unfair to discriminate against an individual on the following grounds:

- political views
- Chronic illness or HIV/ Aids status
- Family or caring responsibilities
- Socio Economic Status.

### 3. SCOPE

All employees whether full-time, part-time, fixed term contract, agency workers or temporary staff, will be treated fairly and equally. Selection for employment, promotion, training, remuneration or any other benefit will be on the basis of 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.

#### **4. COMMITMENT**

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. Breaches of our equal opportunities policy will be regarded as serious misconduct and could lead to disciplinary proceedings. Should any employee, or prospective employee, feel that this policy has been breached, a formal complaint should be made to the Grievance Panel who will investigate following the Council's Grievance procedure.

This policy is fully supported by all Members of the council and adopts the model contract as devised by the employee professional body in the local government sector (the Society of Local Council Clerks).