

Somercotes Parish Council

EQUAL OPPORTUNITIES POLICY

Approved at Council Meeting 17th May 2017

Clerk: Catherine Hedley

Chairman: Councillor John McCabe

Date of Next Review	Review Approved	Signed	Date
May 2018	18 May 2018		
July 2022	July 2022		
21 July 2023	21 July 2023		

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***”.

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).

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

SCOPE

All Councillors and staff whether full-time, part time, fixed term, temporary contract, agency workers, **members of the public, contractors and zero hours contract 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.

OUR 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.

The commitment to equal opportunities in the workplace is good management practice and makes sound business sense as it seeks to utilise the talents available from the local community, representing society as a whole.

Breaches of our equal opportunities policy will be regarded as serious misconduct and could lead to disciplinary proceedings. Employees are entitled to complain about discrimination or harassment or victimisation through the Council's Grievance procedure.

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

The policy will be monitored and reviewed annually. Other Personnel policies will be revised against the values stated in this main Equal Opportunities policy to ensure that the Council strives to remain an Equal Opportunities employer.

Uses of Policy – Induction of staff and Councillors, decisions relating to Recruitment and Selection, Training and Development, Promotion, Remuneration, Retirement, with cross-references to Grievance, and Disciplinary policies.