

EQUALITY POLICY

Adopted; 15 January 2024

INTRODUCTION

The Council is committed to providing the highest quality of provision and service and recognises that the implementation of an effective Equalities Policy is an integral part of any approach based on quality of service and provision. The Council as a corporate body has responsibilities as an employer, a service provider, and a public authority, but both members and employees as individuals also have responsibilities as well as rights.

The Council will treat all its employees, partners and customers with dignity and respect, free from discrimination, victimisation, and harassment.

The Council will recruit, train, promote and transfer employees on the basis of the skills, relevant qualifications, experience, aptitude and ability they can bring to the job.

The Council will encourage and develop all employees to support and carry out the requirements of this Equalities policy. All employees will be encouraged to identify and disseminate good practice.

EQUALITIES POLICY

The Equalities Policy has the commitment of the Council and Parish Clerk.

The Council is committed to making full use of the talents and resources of all its employees. It will ensure that all recipients of the services delivered directly by the Council are guaranteed the same opportunity.

The Council is an Equal Opportunities employer, provider of services and contractor. It is committed to the promotion, maintenance, and protection of the rights of individuals to equal opportunities in work, in vocational education, training and enterprise, regardless of:

- * Ethnic origin
- * Gender
- * Religion
- * Disability
- * Age
- * Marital status
- * Sexual orientation

The Council recognises the diversity within the community and seeks to reflect this in the work it undertakes within that community.

Objectives

To ensure that all employees of the Council are themselves given the opportunity, or enable others, to use their skills and talents to the full and that no potential employee or customer experiences discrimination either by operation of terms and conditions or by the behaviour of individuals.

Responsibilities

All employees of the Council have a responsibility to ensure that the Council's Equal Opportunities policy is communicated, and its requirements adhered to.

All the Council staff will receive training and development in equal opportunities issues. The Council policies on managing diversity form part of its Staff Handbook of Employment which is part of the Terms and Conditions of Employment for Council staff.

The Council recognises its responsibilities and legal obligations under any current legislation including:

- * Race Relations Act
- * Sex Discrimination Act
- * Equal Pay Act
- * Disability Discrimination Act

The Council's Disciplinary process will be used to deal with breaches of the Council's Equalities Policies or associated Codes of Conduct.