

Belchamp St Paul and Belchamp Otten Parish Council

EQUAL OPPORTUNITIES POLICY

Belchamp St Paul and Belchamp Otten Parish Council is committed to the principle and practice of equal opportunities for all. In particular this policy addresses:

- Provision of Services to Members of the Public
- Employment.

Members of the Public

The council will not discriminate against those using or seeking to use the services provided by the council. They will make reasonable adjustments to address any barriers to using/accessing services caused by disability.

Employment

Equal opportunities will be provided to all employees ensuring that no job applicant or employee is discriminated against either directly or indirectly during the recruitment process and within terms and conditions of employment, on the grounds of:

- Age
- Disability
- Ethnicity
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

All employees whether full-time, part-time, fixed contract, agency workers, volunteers or temporary 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.

The Parish Council aims to be an employer which provides a fair and inclusive working environment that:

- Ensures equality or opportunity to enable all employees to contribute to the Council and achieve personal development;
- Is free from discrimination, harassment/bullying and victimization of any kind;
- Reflects all sections of society.

Principles

The Parish Council confirms its opposition to any form of less favourable treatment of employees and applicants for employment on the grounds stated above.

Responsibilities

The co-operation and contribution of all employees and the employer is essential for the success of this policy. The policy is therefore brought to the attention of every employee. In addition, members of the Parish Council will conduct their business with standards that are consistent with this statement.

Monitoring

An employee who believes that they have been treated unfairly may raise the matter through their line manager or through the appropriate grievance procedure. The Council will protect an employee making such a complaint from victimization and will fully investigate any such grievance.

Adopted at the Council meeting held on: 28 November 2023

Review date: 1 November 2026