



EQUAL OPPORTUNITIES POLICY

Scope

This policy and procedure applies to all employees of this Council.

Policy

The Council is committed to ensuring equal opportunities, fairness of treatment, dignity, work-life balance and the elimination of all forms of discrimination in the workplace.

A key objective of the policy is so that the Council can provide a working environment in which people feel comfortable and confident that they will be treated with respect and dignity.

It is the Council's stated policy to treat all workers and job applicants equally and fairly irrespective of their sex, marital status, civil partnership status, trans-gender status, sexual orientation, race, colour, nationality, ethnic origin, national origin, culture, religion, age, or disability.

The Council is also committed to ensuring that no policy, procedure, provision, rule, requirement, condition or criterion will be imposed on any worker or job applicant without justification if it would be likely to put that person at a disadvantage on any of the above grounds.

This policy applies to all stages of the recruitment and selection process, as well as throughout individuals' employment.

All councillors and employees who have responsibility for recruitment, selection and promotion, or who supervise other staff, will receive equal opportunities training. Other staff will have the opportunity to attend awareness training in equality and the avoidance of discrimination.

Abuse of this policy

Any abuse in the application of this policy will be dealt with in accordance with The Council's Disciplinary Policy and Procedure and may possibly result in disciplinary action being taken, up to and including dismissal.

Alterations and amendments to this policy

This policy does not form part of an employee's contract of employment. The Council reserves the right to amend or withdraw this Policy at its absolute discretion, in accordance with the needs of the council.

Additional information

For further information, please contact the Council Chairman in the first instance

Adoption date	16/05/2016
Review Date 1	05/03/2018
Review Date 2	15/04/2019
Review Date 3 due	2023
Review Date 4	
Review Date 5	
Review Date 6	
Review Date 7	