



## **CAREW COMMUNITY COUNCIL**

### **EQUAL OPPORTUNITIES POLICY**

Carew Community Council believes in the principle of social justice and the active promotion of genuine equal opportunities for all citizens.

To this aim Carew Community Council is committed to pursuing an equal opportunities approach in the employment of staff and in the way in which services are provided for the public.

As an equal opportunities employer, individuals are selected, promoted and treated on the basis of their relevant merits and abilities. All employees will be given equal opportunity and, where appropriate, special training to progress within the organisation and the Community Council will not discriminate against any employee on the grounds of his or her personal views or activities except where these adversely affect, or are likely to affect, the job or the obligation which the Community Council has towards groups in its care.

### **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 these 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 be direct or indirect discrimination, victimization or harassment on the grounds of any of the protected characteristics defined in the Equality Act 2010.

### **SCOPE**

All employees whether full-time, fixed term contract, agency workers or temporary staff, will be treated fairly and equally.

Selection from 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. This is further defined in the Dignity at Work policy adopted by the council.

*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 the 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 victimization through 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).

The policy will be monitored and reviewed annually/bi-annually. Other Personnel policies will be reviewed against the values stated in this main equal Opportunities policy to ensure that the council strives to remain Equal Opportunities employer.

**Uses of Policy** – Staff handbook, Induction of staff and members, decisions relating to Recruitment and Selection, Training and Development, Promotion, Remuneration, Retirement, cross-referenced to Grievance, disciplinary and Dignity at Work Policies.

Adopted and signed : Vanessa Thomas

Date: 14/11/2019