

ALKBOROUGH & WALCOT PARISH COUNCIL

EQUAL OPPORTUNITIES POLICY

The Parish Council recognises that discrimination in any form is unacceptable and in most cases is also unlawful and has therefore adopted an Equal Opportunities policy to ensure that all applicants for jobs, employees, Councillors, residents and council service users are treated fairly and without favour or prejudice of any kind.

- 1 Each and every employee and Councillor has a duty to observe and apply the policy at all times to ensure that the Council's services and facilities reach the widest cross section of the community and that all vacancies are advertised externally
- 2 No job applicant, employee or member of the public will receive less favourable treatment on grounds of race, colour, nationality, ethnic or national origin, sex, marital status, sexual orientation, disability, political opinion/affiliation, age or religion.
- 3 All job applications, council service regulations and specifications for work will be as simple and straightforward as possible and will not ask for unnecessary information
- 4 The questions asked at interviews will be related to the requirements of the job and will not seek irrelevant information. All applicants will be short-listed on the basis of their capability and no one will be disadvantaged on the grounds of disability, age or any other protected characteristic.
- 5 Each and every employee and Councillor has an obligation to make a positive contribution towards engendering an environment of equal opportunity throughout the Council and through its engagement with the community.
- 6 The Council operates a grievance procedure and this is available to any person who believes that they have been discriminated against. Such a claim should be done in writing and addressed to the Chairman of the Parish Council, or Clerk to the Council.

The Parish Council is committed to applying this policy throughout all areas of its activities and wants to see its services, facilities and resources accessible and useful to every citizen regardless of gender, age, ethnic origin, religious belief, disability, marital status, sexual orientation or any other individual characteristic which may unfairly affect a person's opportunities in life.

Any breach of this policy by staff could lead to disciplinary action and, depending on the outcome, involve dismissal. Councillors are governed by a Code of Conduct which promotes non-discriminatory behaviour.

Adopted by Alkborough & Walcot Parish Council on 1st October 2014

Next review due 4th November 2015

Reviewed 3rd November 2015 – no changes - Adopted