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## **EQUAL OPPORTUNITIES POLICY**

Wiswell Parish Council ("the Council") recognises that everyone has a contribution to make to society and a right to equal opportunity.

No job applicant, employee or member or other person will be discriminated against by us on the grounds of:

- Gender (including sex, marriage, gender re-assignment);
- Race (including ethnic origin, colour, nationality and national origin);
- Disability;
- Sexual orientation;
- Religion or belief;
- Age

We aim to promote equal opportunities, eliminate discrimination and eliminate harassment through the following:

- Opposing all forms of unlawful and unfair discrimination.
- All employees (whether part-time, full-time or temporary), members, or others will be treated fairly and with respect.
- Selection for employment/volunteering, training or any other will be on the basis of aptitude and ability.
- All employees and members will be helped and encouraged to develop their full potential and the talents and resources of individuals will be fully utilised to maximise the efficiency of the organisation.
- All employees and members have a legal and moral obligation not to discriminate and to report incidents of discrimination against any individual or group of individuals to the Council, who will consider the complaint in line with the Council's complaints procedure.

Our commitment:

- To create an environment in which individual differences and the contributions of all staff and members are recognised and valued.
- Every employee and member are entitled to be part of an environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- Training and development opportunities are available to employees and members.
- Equality is good management practice and makes sound sense. Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings

The successful implementation of this policy depends on the awareness and commitment of both employees and members.

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*Source - LALC*

*Adopted by Wiswell Parish Council and its Parish Council Meeting 10 September 2018*