



WENDOVER PARISH COUNCIL

The Clock Tower, High Street, Wendover,
Aylesbury, Buckinghamshire, HP22 6DU

This policy applies to employees of Wendover Parish Council ("The Council") and covers:

Equal Opportunities

The Council is a supportive employer and will give full consideration to requests from employees who wish

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".

The purpose of this policy is to provide equal opportunities to all employees, irrespective of their characteristics (unless there are genuine occupational qualifications or objectively justified reasons for a different approach to be taken). The Council opposes all forms of unlawful and unfair discrimination whether it be direct or indirect discrimination, victimisation or harassment on the grounds of any of the protected characteristics defined in the Equality Act 2010.

All employees whether full-time, part-time, fixed term contract, agency workers or temporary staff, 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 and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the Council.

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 Bullying and Harassment policy adopted by the Council.

Breaches of the 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 victimisation through the council's Grievance procedure.

The Council's aim is to ensure that all of its employees and job applicants are treated equally, irrespective of disability, race, colour, religion, nationality, ethnic origin, age, sex, sexual orientation or marital status. The Council appoints, trains, develops and promotes staff on the basis of merit and ability.

All employees have a duty, both morally and legally, not to discriminate against individuals. This means that there shall be no discrimination on account of disability, race, colour, religion, nationality, ethnic origin, age, sex, sexual orientation or marital status. Employees have personal responsibility for the practical

application of the Council's Equal Opportunities Policy, which extends to the treatment of Councillors, members of the public and employees.

Any employee or Councillor who is involved in the recruitment, selection, promotion and training of employees has special responsibility for the practical application of the Council's Equal Opportunities Policy.

The Grievance Procedure is available to any employee who believes that they may have been unfairly discriminated against.

Disciplinary action under the Disciplinary Procedure shall be taken against any employee who is found to have committed an act of unlawful discrimination. Discriminatory conduct and sexual or racial harassment shall be regarded as gross misconduct

	Person/Group responsible	Version	Date completed
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