



EQUAL OPPORTUNITIES POLICY

Purpose

The purpose of this policy is to provide equal opportunities to all employees, irrespective of their gender, race, ethnic origin, disability, age, nationality, nation origin, sexual orientation, religion, marital status or social class. We oppose all forms of unlawful or unfair discrimination.

Scope

All employees whether full time, part time, fixed contract, agency workers or temporary, 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 organisation.

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.

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 Society as a whole.

Breaches of the equal opportunities policy will be regarded as misconduct and could lead to disciplinary proceedings.

This policy is fully supported by all levels of management and all Members of the Parish Council, by employers (NALC) and employees (SLCC)

This policy will be monitored and reviewed annually.