



Castlethorpe Parish Council

Equal Opportunities Policy

This policy applies to equalities in employment practices and the delivery of services.

Delivery of Services: Castlethorpe Parish Council will seek to ensure fair and equal access to our services by all parishioners on the basis of need. The council will work with other agencies to ensure that the needs of our community are represented and through its community leadership role will act as a model of good equal opportunities practice.

Employment Practices: Castlethorpe Parish Council will ensure that all Members, employees and job applicants are treated equally and will not discriminate on any grounds including, but not limited to, the grounds of gender, disability, race, age, colour, ethnic origin, culture, religious belief, marital status, sexuality, HIV status and responsibility for dependents. The Parish Council shall appoint, train, develop and promote on the basis of merit and ability.

All Members and employees have a duty both morally and legally not to discriminate on account of disability, race, colour, religion, nationality, ethnic origin, age, sex, sexual orientation or marital status. Employees have a personal responsibility for the practical application of this policy which extends to everyone with whom they may have contact.

Our members and clerk will be treated with dignity and respect and will be valued for their contributions.

The council is committed to making this policy effective. It is the responsibility of every member of the council and employee of the council to uphold and implement this policy. The council accepts its statutory responsibilities in accordance with the relevant legislation.

A Grievance Procedure is available upon discussion with the Parish Clerk and /or Chairman of the Council to any employee who believes that he or she may have been unfairly discriminated against.

Disciplinary action under the Disciplinary Procedure will 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.

If there is any doubt about appropriate treatment under the Parish Council's Equal Opportunities Policy, employees should consult the Parish Clerk unless he/she is directly involved, in which case the Chairman of the Council should be consulted.