

# **HESLINGTON PARISH COUNCIL**

## **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, national origin, sexual orientation, religion, marital status or social class. The Council opposes all forms of unlawful and unfair discrimination.

All employees will be treated fairly and equally. All employees will be helped and encouraged to develop their full potential; the talents and resources of the workforce will be fully utilised to maximise the efficiency of the Council.

### **Our 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.
- Breaches of our equal opportunities policy will be regarded as misconduct and could lead to disciplinary proceedings.
- This policy is fully supported by all Councillors.
- The policy will be monitored and reviewed from time to time

### **The Law**

This policy will be implemented within the framework of the relevant legislation, which includes:

- Equal Pay Act 1970
- Rehabilitation of Offenders Act 1974
- Sex Discrimination Act 1975
- Gender Reassignment Regulations 1999
- Race relations (Amendment) Act 2000
- Disability Discrimination Act 1995
- The Protection from Harassment Act 1997

This policy was adopted.....