

St Michael Parish Council

Equal opportunities policy

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

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.

Comment added September 2023: One person is employed by St Michael Parish Council, the Clerk, and given the nature and size of the parish council area, it is most unlikely that the number of employees will increase in the foreseeable future.

This policy, adopted in 2019, is based on a model intended for parish councils with more than one employee, but it nevertheless reflects St Michael's commitment to encouraging a culture of respect, equality and inclusion for its current Clerk; and for any future staff, whether in replacement or additional employment roles.

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.

Equal opportunities policy

This policy will be reviewed every four years or earlier if so required

Adopted 2019

Reviewed with addition of the comment in the introduction, September 2023

Review date due 2027