

Weston in Gordano Parish Council

Equal Opportunities Policy

LEGAL POSITION

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”.

PURPOSE

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

SCOPE

This policy applies to all employees of Weston-in-Gordano Parish Council, whether full-time, part-time, fixed-term, temporary or agency staff. Selection for employment, promotion, training, remuneration, or any other employment benefit will be based solely on aptitude and ability. All employees will be supported and encouraged to develop their full potential, and the talents and resources of the workforce will be fully utilised to maximise the efficiency and effectiveness of the Council.

OUR COMMITMENT

Every employee is entitled to a working environment that promotes dignity and respect for all. No form of intimidation, bullying, or harassment will be tolerated. These matters are further defined in the Council's Dignity at Work Policy.

The Council recognises that a 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 and reflect society as a whole.

Any breach of this Equal Opportunities Policy will be regarded as serious misconduct and may lead to disciplinary action. Employees are entitled to raise concerns or complaints relating to discrimination, harassment, or victimisation through the Council's Grievance Procedure.

This policy is fully supported by all Members of Weston-in-Gordano Parish Council and adopts the principles of the model employment documentation devised by the professional body for local council clerks (the Society of Local Council Clerks). This policy will be monitored and reviewed every two years. All other personnel-related policies will be reviewed against the values set out in this Equal Opportunities Policy to ensure that the Council continues to strive to be an Equal Opportunities employer.

USES OF POLICY

This policy will be used in: induction of staff and Members, recruitment and selection decisions, training and development, promotion and remuneration decisions, retirement considerations.

It should be read alongside and cross-referenced to the Council's Grievance, Disciplinary, Training, and Dignity at Work Policies.