

# **Broomfield Parish Council**

## **Equal Opportunities**

### **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, nationality, national origin, sexual orientation, religion, marital status or social class. The Parish Council opposes 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.

### **Commitment**

The Parish Council is fully committed to equal opportunities in the work place. Every employee is entitled to a working environment that promotes dignity and respect to all. Any forms of intimidation, discrimination, bullying or harassment will not be tolerated.

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

This policy is fully supported by all members of the council.

### **Reporting Process**

If an employee feels that he/she has been unfairly treated then the matter should be reported to the Parish Clerk or Chairman of the Council as is deemed appropriate.