



ALFRETON TOWN COUNCIL

EQUAL OPPORTUNITIES STATEMENT

The Council is an Equal Opportunity Employer committed to Equal Opportunities in employment and in the provision of its services. The aim of the Council's policy is to ensure that: no person is treated less favourably on the grounds of age, sex, marital status, sexual orientation, race colour, disability, religion, nationality or ethnic origin. **And** no person is disadvantaged by conditions or requirements which cannot be shown to be justified.

Statement of Intent

The Council is committed to implementing its Equal Opportunities Policy and will ensure that employees are aware of the policy and its policies are updated regularly to embrace new legislation.

The Council will ensure that individuals are given equal opportunity and access to the Council's job vacancies as well as to the services that the Council provides.

Training & Guidance

The Council will provide appropriate training and guidance to all its employees to make sure they understand their responsibilities under the law and under the Council's Equal Opportunity Policy.

The following characteristics are protected characteristics*—

age;
disability;
gender reassignment;
marriage and civil partnership;
pregnancy and maternity;
race;
religion or belief;
sex;
sexual orientation.

(*Source: <http://www.legislation.gov.uk/ukpga/2010/15/section/4>)

Role / Responsibility of Employees and Elected Members

Elected Members and Employees have a key role in the promotion of Equal Opportunities within the Council ***Each individual has a responsibility to ensure that their attitudes and actions are consistent with the Council's Equal Opportunities Policy.***

It is vital to the success of equal opportunities that all employees accept the policy of the Council. The Council will work in partnership with Trade Unions and other local and national organisations to achieve this. Racial, sexual abuse; harassment or intimidation and discriminatory behavior will not be tolerated by the Council and such actions or behaviour will be subject to disciplinary action.

Employees and members who breach the Equal Opportunities Policy/Codes of Practice

The Council will take appropriate action through established disciplinary procedures against employees involved. If there is evidence of a breach of the Equal Opportunities Policy or the Codes of Practice the employee will be subject to disciplinary action.

Where members breach this policy they will be reported to the Monitoring Officer

Full details and guidance on the Equality Act can be found at <https://www.gov.uk/guidance/equality-act-2010-guidance>