



ALFRETON TOWN COUNCIL

EQUAL OPPORTUNITIES POLICY

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 purpose of this policy is to provide equal opportunities to all employees, irrespective of their characteristics (unless there are genuine occupational qualifications or objectively justified reasons for a different approach to be taken). We oppose all forms of unlawful and unfair discrimination whether it be direct or indirect discrimination, victimization or harassment on the grounds of any of the protected characteristics defined in the Equality Act 2010.

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.

Every employee/elected member is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated. This is further defined in the Dignity at Work policy adopted by the council.

Background and ability should not act as a barrier to access. We aim to promote equal access to the service for all users and potential users. When we make decisions about how to deliver our services, we will consider any implications for Equality and Diversity.

The 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, representing Society as a whole.

This policy is fully supported by all Members of the council and adopts the model contract as devised by the employee professional body in the local government sector (the Society of Local Council Clerks).

The policy will be monitored and reviewed annually. Other Personnel policies will be reviewed against the values stated in this main Equal Opportunities policy to ensure that the council strives to remain an Equal Opportunities employer.

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>