

Earl Soham Parish Council

Equality and Diversity Policy

1 Policy Statement

1.1 Earl Soham Parish Council is committed to providing and promoting equal opportunities, eliminating discrimination and celebrating diversity amongst our community.

1.2 The purpose of this policy is to provide equality and fairness for all and not to discriminate on grounds of age, disability, gender, marital status, race, ethnic origin, nationality, national origin, sexual orientation, religion or belief. We oppose all forms of unlawful and unfair discrimination.

2 Earl Soham Parish Council as an employer

2.1 Our aim is that our workforce will be truly representative of the community from which it is drawn and each employee feels respected and able to give of their best.

2.2 All employees, whether part-time, full-time or casual workers, will be treated fairly and with respect. Selection for employment, promotion, training 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.

2.3 Our commitment:

- To create an environment in which individual differences and the contributions of all our staff are recognised and valued.
- 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.
- Training, development and progression opportunities are available to all staff.
- Equality in the workplace is good management practice and makes sound business sense.
- We will periodically review all our practices and procedures to ensure fairness.
- Breaches of this policy will be regarded as misconduct and could lead to disciplinary proceedings.
- The policy will be monitored and reviewed annually to ensure it is compliant with current equal opportunities legislation and follows best practice.