



SWANMORE PARISH COUNCIL

Equalities POLICY

Introduction

The purpose of this policy is to provide equal opportunities to all employees and councillors, irrespective of their gender, race, ethnic origin, disability, age, nationality, national origin, sexual orientation, religion, marital status or social class. Council opposes all forms of unlawful and unfair discrimination, bullying and harassment.

All employees and councillors 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 and councillors will be helped and encouraged to develop their full potential and the talents and resources of Council will be fully utilised to maximise the efficiency of the organisation within the financial and time constraints of Council.

Our Commitment

1. Every employee and councillor is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
2. Breaches of this policy will be regarded as misconduct and could lead to disciplinary proceedings against employees or complaints to the Standards Board for councillors.

The Law

The policy will be implemented within the framework of the relevant legislation, which includes:

- Equal Pay Act 1970
- Rehabilitation of Offenders Act 1974
- Sex Discrimination Act 1975
- Gender Reassignment Regulations 1999
- Race Relations (Amendment) Act 2000
- Disability Discrimination Act 1995
- The Protection from Harassment Act 1995
- The Protection from Harassment Act 1997

Adopted 2005

Revised 2010, 2013