

## **SWAFFHAM BULBECK PARISH COUNCIL**

### **EQUAL OPPORTUNITIES POLICY**

\* As an employer and public authority, the purpose of this policy is to eliminate discrimination, harassment and victimisation of employees, volunteers, members and residents and to recognise that the provision of equal opportunities in the community is good practice, irrespective of: gender, race, ethnic origin, disability, age, nationality, national origin, sexual orientation, religion or belief, marital status or background.

\* We oppose all forms of unlawful and unfair discrimination. No employee, volunteer, resident or member will receive less favourable treatment through, for example, exclusion, verbal comment, denigration, victimisation or a failure to appreciate needs.

\* All employees, volunteers, members and residents will be treated fairly and equally. No form of intimidation or bullying will be tolerated.

\* Selection for employment, promotion, training, remuneration or any other benefit will be on the basis of aptitude and ability or an approved pay scale.

\* Swaffham Bulbeck Parish Council aims to create a culture that respects and values each others' differences, that promotes dignity, equality and diversity through its activities.

It is the responsibility of all Parish Council Members and employees to adopt and implement this policy as part of their professional activities and conduct.

Breaches of this equal opportunities policy will be regarded as misconduct and could result in disciplinary proceedings. Any grievances concerning discrimination should be directed initially to the Chairman, or any other Parish Councillor, and will be dealt with properly, fairly and as quickly as possible.

The effectiveness of this policy will be reviewed annually at the Annual Parish Meeting in May and action taken as necessary.

Approved by Swaffham Bulbeck Parish Council on: 16/05/2017

Review date: May 2018