



WOMBOURNE PARISH COUNCIL

Equal Opportunities Policy

Policy statement

Wombourne Parish Council is committed to encouraging equality and diversity among our workforce, and eliminating unlawful discrimination.

The aim is for our workforce to be truly representative of all sections of society and for each employee to feel respected and able to give their best.

Wombourne Parish Council is also committed against unlawful discrimination of members of the public, councillors and volunteers.

Key principles

The Parish Council's equal opportunity policy is based on the following principles:

1. We will provide equality, fairness and respect for all in our employment, whether temporary, part-time or full-time
2. We will not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation.
3. We oppose and avoid all forms of unlawful discrimination. This includes in pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities.
4. We commit to
 - Encouraging equality and diversity in the workplace as they are good practice and make business sense
 - Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.
 - Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, suppliers, visitors, the public and any others in the course of the organisation's work activities.
5. Responsibilities include staff conducting themselves to help the organisation provide equal opportunities in employment, prevent bullying, harassment, victimisation and unlawful discrimination.
6. All staff should understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow employees, suppliers and the public.
7. Such acts of discrimination will be dealt with as misconduct under the organisations grievance and disciplinary procedures, and any appropriate action will be taken. Particularly, serious complaints could amount to gross misconduct and lead to dismissal without notice.