

# SILEBY PARISH COUNCIL

## Equal Opportunities Policy

Sileby Parish Council provides equal opportunities to all employees, irrespective of their gender, gender reassignment, race, disability, age, religion, marital status, sexual orientation, and pregnancy. Measures must be in place so there is not any discrimination, indirect discrimination, harassment or victimisation.

All employees whether full-time, part-time, fixed contract, agency workers or temporary, will be treated fairly and equally. 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 entire workforce will be full utilised to maximise the efficiency of the Parish Council. Employees must be treated equally - practices, behaviour, allocation of work, benefits, working conditions and promotion.

### **Our Commitment**

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.

- The commitment to equal opportunities in the workplace is good management practice and makes sound business sense.
- Breaches of our equal opportunities policy will be regarded as misconduct and could lead to disciplinary proceedings.
- This policy is fully supported by all levels of management from the top and has been agreed with employers (NALC) and employees (SLCC) representative bodies and trade unions.
- The policy will be monitored and reviewed regularly.

### **The Law**

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

- Equality Act 2010
- 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 1997