



MALDON TOWN COUNCIL

Equal Opportunities Policy

Maldon Town Council is committed to the principle and practice of equal opportunities in all aspects of employment

Equality Act 2010 & Public Sector Equality Duty in Section 149

Purpose

This policy statement has been developed to protect all employees against less favourable treatment regardless of gender, marital status, race, ethnic origin, nationality, disability, religion/belief, both during the recruitment process and within terms and conditions of employment.

Aims

The Town Council aims to be an employer which provides a fair and inclusive working environment that:

- Ensures equality or opportunity to enable all employees to contribute to the Council and achieve personal development.
- Is free from discrimination, harassment/bullying and victimisation of any kind
- Reflects all sections of society

Principles

The Town Council confirms its opposition to any form of less favourable treatment of employees and applicants for employment on grounds of gender (including gender reassignment), marital status, race ethnic origin, colour, nationality, disability, religion, age or sexual orientation.

Responsibilities

The co-operation and contribution of all employees and the employer is essential for the success of this policy. The policy is therefore brought to the attention of every employee. In addition, members of the Town Council will conduct their business with standards that are consistent with this statement.

Monitoring

An employee who believes that they have been treated unfairly may raise the matter through their line manager or through the appropriate grievance procedure. The council will protect an employee making such a complaint from victimisation and will fully investigate any such grievance.

The Council as a direct Service Deliverer

The Council's clients have the right to expect fair and non-discriminatory treatment whilst participating in or receiving any of the Council's services or activities. All aspects of the Council's Equal Opportunities Policy impact on the manner in which it directly delivers services to and for its residents. Adherence to the principles and practices contained within this policy will be monitored on a regular basis. The above requirements apply to all services and activities of the Council

ADOPTED: FEBRUARY 2019 – MINUTE NO: 149

AMENDED: MAY 2019 MINUTE NO: 28; | Review Date February 2020