

## **Haddenham Parish Council**

### **Equality Policy**

Haddenham Parish Council is committed to eliminating discrimination and encouraging diversity amongst our employees and suppliers. Our aim is that our employees and suppliers will be truly representative of all sections of society and each person feels respected and able to give of their best.

To that end the purpose of this policy is to provide equality and fairness for all in our employment practices and not to discriminate on grounds of gender, marital status, race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion or age. We oppose all forms of unlawful and unfair discrimination.

All employees, whether part time, full time or temporary, will be treated fairly and with respect. 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 workforce will be fully utilised to maximise the efficiency of the organisation.

Equality in the workplace is good management practice and makes sound business sense.

#### **Our Commitment:**

##### **To our Staff:**

- To create an environment in which individual differences and the contributions of all our staff are recognised and valued.
- 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.
- Training, development and progression opportunities are available to all staff.
- We will review all our employment practices and procedures to ensure fairness.
- Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings.

##### **To our Members:**

- To create an environment in which individual differences and the contributions of all our members are recognised and valued.
- Every member is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- Training and development opportunities are available to all members.

##### **To our Community:**

- To give access to all Haddenham Parish Council facilities and amenities to all members of the community regardless of their gender, marital status, race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion or age.

**To our Suppliers:**

- To give equal opportunity to supply the Council with their services without any discrimination or favour.

This policy is fully supported by Haddenham Parish Council and has been agreed with its employees.

The policy will be monitored and reviewed annually.

**Reviewed and readopted on 16<sup>th</sup> July 2018.**

**Minutes FC 07/2018 Item 16**