



CREWKERNE TOWN COUNCIL

Equal Opportunities Policy

Crewkerne Town Council is committed to the principle of equal opportunities.

It appreciates that, while much can be achieved by the development of legal measures, real progress can only be made by practical day to day commitment to promote equal opportunity in the workplace.

The Council is opposed to any form of less favourable treatment accorded to employees, job applicants or residents on the grounds of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex or sexual orientation (under the Equality Act 2010 these are known as “protected characteristics”).

Crewkerne Town Council believes that everyone has the right to be treated with dignity and respect and it will not condone or permit harassment or discrimination. Within this context, where a member of staff believes that they have suffered discrimination or harassment they should follow the procedure for discrimination laid down in the Grievance policy.

The Council will ensure that individuals are selected, promoted and treated on the basis of their relevant aptitudes, skills and abilities. All employees will be encouraged to take advantage of facilities and training offered to better themselves at work.

It is the duty of all employees to accept their personal responsibility for the practical application of the policy. At the same time, Crewkerne Town Council acknowledges that specific responsibilities that fall upon management. These include, but are not restricted to, the practice of equality in all aspects of recruitment, supervision and employee administration practices.

Crewkerne Town Council embraces the responsibilities involved in complying with all relevant legislation covering equality.

Partners and other associates engaged to work for Crewkerne Town Council will be recruited, offered training and other opportunities on the basis of objective criteria, ability and suitability. There will be no discrimination on any of the above grounds.

Any person employed by or otherwise engaged in the work of Crewkerne Town Council, who is found to have behaved in a discriminatory way or expressed prejudice in terms of any of the above grounds, will be liable to disciplinary procedures.

Any person who complains of being subject to such incidents of discrimination or expression of prejudice will have the right to have such a complaint investigated.