



Brundall Parish Council Equalities Policy Statement

August 2011

We are committed to eliminating discrimination and encouraging diversity amongst our Members and employees. Our aim is that our organisation will be truly representative of all sections of society and each member/employee 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 recruitment/ employment 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 Members and employees, whether part-time, full-time or temporary, will be treated fairly and with respect.

Selection for co-option/employment, promotion, training or any other benefit will be on the basis of aptitude and ability. All Members/employees will be helped and encouraged to develop their full potential and the talents and resources of the organisation will be fully utilised to maximise the efficiency of Brundall Parish Council.

Our commitment is:

- to create an environment in which individual differences and the contributions of all our Members/employees are recognised and valued
- to create a working environment that promotes dignity and respect to all Members/employees. No form of intimidation, bullying or harassment will be tolerated
- to train, develop and make available progression opportunities to all Members/staff
- to promote equality in the organisation as good management practice and sound business sense
- to review all our recruitment/employment practices and procedures to ensure fairness
- to treat breaches of our equality policy as misconduct and reason for disciplinary proceedings
- to monitor and review this policy annually