



North Walsham Town Council

Equal Opportunities Policy

1 Statement of Policy

North Walsham Town Council seeks to employ a workforce which reflects the diverse community at large because it values the individual contribution of people, irrespective of:-

- gender
- sex orientation
- age
- marital status
- social class
- disability
- race
- ethnic or national origin
- colour
- religion
- any other grounds

North Walsham Town Council opposes all forms of unlawful and unfair discrimination.

North Walsham Town Council will treat all of its employees with dignity and respect and will provide a working environment free from unlawful discrimination, harassment or victimisation.

North Walsham Town Council will provide services to its clients, and members of the community without any form of unlawful discrimination and expects each individual employee to promote the spirit of its Equal Opportunities Policy. Each employee has a duty, both morally and legally, not to discriminate against other employees or clients of the Council.

This policy will be implemented within the framework of the relevant legislation, including:-

- Equality Act 2010
- Rehabilitation of Offenders Act 1974
- The Protection from Harassment Act 1997

2 Recruitment, Promotion & Retention

All employees, whether part time, full time 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 workforce will be fully utilised to maximise the efficiency of the Council.

3 Training

North Walsham Town Council will make use, where appropriate, of the provisions of paragraphs 35 and 38 of the Race Relations Act 1976 and section 48 paragraphs 1 and 2 of the Sex

Discrimination Act 1975. These paragraphs enable the employer in certain circumstances to provide specific training facilities to a particular racial group or to women or men only.

4 Disability

North Walsham Town Council recognises the special needs of disabled persons and the aim of this policy is to ensure that disabled people secure their full share of employment as is ordinarily available throughout its service.

North Walsham Town Council will urge the owners of the premises to install facilities for people with disabilities wherever practical to do so and whenever they invest capital in new or refurbished premises, to make every practical effort to provide for the needs of staff, customers and clients with disabilities.

Disabled employees will be given full and fair opportunities for career development and, where appropriate, special training to progress within the Town Council's service.

North Walsham Town Council will make every effort, if an existing employee becomes disabled, to retain him or her within the workforce, wherever reasonable and practical.

5 Grievance

Any complaints or discrimination against employees will be pursued through the Grievance Policy. A copy of this is available from the North Walsham Town Council Office