

CLEATOR MOOR TOWN COUNCIL

Equal Opportunities Policy

Adopted by Full Council on 10th May 2016

Statement of intent

Cleator Moor Town Council is opposed to all forms of unlawful and unfair discrimination.

Everyone will be treated fairly and will not be discriminated against on the grounds of: gender, including gender reassignment; marital or civil partnership status; having or not having dependants; religious belief or political opinion; race (including colour, nationality, ethnic or national origins); disability; sexual orientation; age.

Cleator Moor Town Council recognises that the provision of equal opportunities in the community is good practice.

Cleator Moor Town Parish Council is committed to:

- promoting equality of opportunity for all persons, and ensuring that people are treated solely on the basis of their abilities and potential;
- promoting a culture that respects and values differences, and that promotes equality and fairness to all in the community;
- ensuring that all decisions about recruitment and selection of staff are made objectively and without unlawful discrimination;
- fulfilling its legal obligations under equality legislation and associated codes of practice;
- taking an inclusive approach to providing access to our services and facilities for as wide a range of people as possible, acknowledging that there may be some circumstances where particular provision may be necessary for people with certain disabilities Implementation.

The Chairman has specific responsibility for the effective implementation of this policy. The grievance procedure is available to any employee who believes that he or she may have been unfairly discriminated against. Disciplinary action under the disciplinary procedure will be taken against any employee who is found to have committed an act of unlawful discrimination. Discriminatory conduct of sexual or racial harassment will be regarded as gross misconduct.

Monitoring and reviewing the effectiveness of our equal opportunities policy will take place annually, and any action required taken as necessary.

This policy is fully supported by all Members of Cleator Moor Town Parish Council.