

# WEST BLETCHLEY COUNCIL

## EQUALITY AND DIVERSITY POLICY

### Statement of Policy

West Bletchley Council is committed to the promotion of equality of opportunity within the Council. It is our policy to provide employment equality to all, irrespective of:

- Gender, including gender reassignment
- Marital *or* civil partnership status
- Religious belief or political opinion
- Race (including colour, nationality, ethnic or national origins)
- Disability
- Sexual orientation
- Age
- Having just had a baby or being pregnant

The Council is opposed to all forms of unlawful or unfair discrimination. All job applicants, employees and others who work for the Council will be treated fairly and will not be discriminated against on any of the above grounds. Decisions about recruitment and selection, promotion, training or any other benefit will be made objectively and without unlawful discrimination.

This policy will help all of those who work for the Council to develop their full potential and the talents and resources of the workforce will be utilised fully to maximise the efficiency of the Council.

### Scope

This policy applies to all those who work for (or apply to work for) West Bletchley Council.

### Equality Commitments

West Bletchley Council is committed to:

- Promoting equality of opportunity for all persons.
- Promoting a harmonious working environment in which all persons are treated with respect.
- Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment or victimisation.
- Fulfilling all our legal obligations under the equality legislation and associated codes of practice.
- Complying with our own Equality & Diversity policy and associated policies.
- Taking lawful, affirmative or positive action, where appropriate.
- Regarding all breaches of Equality & Diversity policy as Misconduct, which could lead to disciplinary proceedings.

## **Implementation**

In order to implement the policy fully, the Council undertakes to:

- Communicate the policy to all employees, job applicants and relevant others (such as contract workers or agency staff)
- Incorporate specific and appropriate duties, in respect of implementing the equality & diversity policy, into job descriptions and work objectives of all staff.
- Provide equality training and guidance as appropriate.
- Ensure that adequate resources are made available to fulfil the objectives of the policy.

## **Monitoring and Review**

The Council will establish appropriate information and monitoring systems to assist the effective implementation of the policy.

Effectiveness will be reviewed regularly (at least annually) and action taken as necessary.

## **Complaints**

Any employee who believes that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter, in accordance with procedures set out in the Council's Disciplinary and Grievance policy. All complaints of discrimination will be dealt with seriously, promptly and confidentially.

March 2011

Reviewed Feb 2019