



EQUAL OPPORTUNITY POLICY

1. COUNCIL'S COMMITMENT

Perton Parish Council is committed to ensuring equality of access to all services. The Council will aim to ensure that no sector of the community shall be denied access or receive a poorer service on the grounds of age, gender, disability, marital status, ethnicity or religious policy.

In order to promote equality of access to services we will aim to ensure the following:

- The services provided are in response to the needs of the whole community
- The Council will monitor views and take into account customer views
- That in advertising and publicity the Council will be presented as an authority committed to promoting equality of access to employment and services
- That staff will be consulted and their contribution valued in the information and promotion of equality of access to Council services
- The staff will be trained and supported in carrying out their duties in line with implementing equal opportunity policies

2. MONITORING

The Parish Clerk will establish appropriate systems to monitor the service delivery on the basis of ethnic origin, gender and disability to ensure that they act fairly and without discrimination.

3. EMPLOYMENT

It is the policy of Perton Parish Council to afford equal treatment to all its employees and prospective employees. The aim of this policy is to ensure that no job application or employee receives less favourable treatment on the grounds of race, colour, nationality, sex, marital status, physical or other handicap.

Whilst the main responsibility for providing equal opportunity rests with the Council, individual employees also have responsibilities. The elimination of discriminatory practices depends upon the co-operation of all employees. In particular employees should:

Co-operate with measures introduced to make sure there is equality of opportunity and no discrimination

- Ensure that they do not discriminate against colleagues
- Draw the Parish Clerk's attention to discriminatory acts or practices
- Not victimise individuals on the grounds that they have made a complaint or provided information about discrimination
- Not harass, abuse, bully or intimidate employees.

Where employees commit such acts in the course of their employment it will be considered a disciplinary matter and the appropriate action taken.