



EQUAL OPPORTUNITIES & DIVERSITY STATEMENT

1. Purpose and scope

- 1.1 The purpose of this document is to promote equal opportunities so that no employee is unlawfully discriminated against due to their age, disability, gender reassignment, marriage or civil partnership, sex (gender), pregnancy and maternity, race, religion, beliefs, sexual orientation or other irrelevant distinction.
- 1.2 Employees can be full-time, part-time, fixed contract, agency workers or temporary and includes those undertaking work on behalf of Whyteleaf Village Council. Selection for employment, promotion, training, remuneration or any other benefit will be on the basis of aptitude and ability
- 1.3 All employees will be helped and encouraged to develop their full potential and talents. The workforce will be adequately equipped in support of the contents of this document.
- 1.4 The council recognises that the scope of this statement includes the public and the Council affirms that they will be treated with the same respect and rights. Likewise, it is not acceptable for staff to be treated unfairly by service users or visitors.
- 1.5 Whyteleaf Village Council recognises that everyone is different. The Council welcomes this diversity and wants to help every individual meet their full potential.
- 1.6 This statement applies equally during recruitment and employment (including of contractors).
- 1.7 The Council is fully supportive of the Equality Act 2010 to eliminate unlawful and unfair discrimination.

2. Organisational responsibilities

- 2.1 Whyteleaf Village Council is responsible for overseeing the implementation, monitoring and review of this statement. Ultimate responsibility for achieving the



objectives set out in this statement and for ensuring compliance with relevant statutes and codes of practice lies with the council.

- 2.2 The Clerk's responsibilities include communicating the policy and its implementation to staff, monitoring its implementation, and advising Members on recruitment and other matters concerning equal treatment.
- 2.3 The Council takes all allegations of discrimination seriously and will investigate concerns raised and take appropriate action as required. For example, intentional breaches of the provisions or spirit of this statement will be regarded as misconduct.
- 2.4 The Council aims to encourage a harmonious working environment for its staff and the people it serves based on dignity, respect and consistency. This can only be achieved by the Council's Members, employees, contractors and service users treating each other in this way.