

EQUAL OPPORTUNITIES POLICY

ST MAWGAN-IN-PYDAR PARISH COUNCIL IS AN EQUAL OPPORTUNITIES EMPLOYER

The Policy

St Mawgan-in-Pydar Parish Council's intention is to be an effective Equal Opportunities organisation. This means it will do everything in its power to ensure that everyone has equal access, and is treated with respect, in relation to employment opportunities, to its services and to all its activities.

As an Employer

All employees are required to treat one another with mutual respect. Actions, behaviour, and attitudes should consistently demonstrate respect for the dignity and worth of an individual, irrespective of the position they have within the organisation.

St Mawgan-in-Pydar Parish Council is making every effort to create a workplace where individuals are valued, listened to, and treated with respect.

St Mawgan-in-Pydar Parish Council maintains a work environment that seeks out and values the insight, experience, contribution, and full participation of all staff.

Harassment and discrimination in any form is unacceptable behaviour and offenders will be subject to disciplinary action.

As a Service Provider

- St Mawgan-in-Pydar Parish Council will strive to ensure that all services provided by, or on behalf of, the Council are made accessible to all individuals and groups equally and without discrimination;
- St Mawgan-in-Pydar Parish Council will, wherever appropriate, work in partnership with other agencies in the area, including the County and District Councils, voluntary groups and community organisations to promote equal opportunities;
- St Mawgan-in-Pydar Parish Council will ensure that all contractors directly supplying goods and services or executing works for, or on behalf of, the Council comply with this Council's stated policy on equal opportunities.

The Policy in Action

As an Employer

St Mawgan-in-Pydar Parish Council aims to achieve the policy by:-

- ensuring its employee(s) are made aware of their rights and responsibilities to each other, the customer and the organisation regarding equal opportunities issues;
- providing a way in which individuals can communicate any concerns via competent named personnel;
- treating any unacceptable behaviour seriously;
- ensuring all realise they have a key role in implementing this policy and are expected to take personal responsibility in ensuring its success;
- training can be available for all employees and Councillors, ensuring opportunities to develop relevant competencies are available to implement the policy;
- meeting the commitments and living the aims of being a “Positive about Discrimination” employer.

Role of Councillors and Employees

All Councillors and employees are responsible for implementing the Council’s Equal Opportunities Policy. It is important that all individuals who are employed by the Council appreciate that they have a responsibility and a role to play in the provision of equal opportunities.

Monitoring of Equal Opportunities

- the Staffing Working Group will have responsibility for the implementation and monitoring of the policy as it applies to St Mawgan-in-Pydar Parish Council as an employer, involving staff as appropriate in the monitoring process;
- complaints from staff about discrimination or unfair treatment will be dealt with as laid down in the Council’s Grievance Procedures;
- complaints from members of the public about discrimination or unfair treatment will be dealt with through the Council’s Complaints Procedure.

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