**South Wootton Parish Council Equality Policy**

South Wootton Parish Council is committed to eliminating discrimination and encouraging diversity amongst our workforce. Our aim is that our workforce will be truly representative of all sections of society and each employee feels respected and able to give of their best.

To that end the purpose of this policy is to provide equality and fairness for all in our employment and not to discriminate on grounds of gender, gender reassignment, marital status (including civil partnerships), race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion or age. We oppose all forms of unlawful and unfair discrimination.

All employees, whether part-time, full-time or temporary, will be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. All employees will be helped and encouraged to develop their full potential and the

talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

Our commitment:

● To create an environment in which individual differences and the

contributions of all our staff are recognised and valued.

● Every employee is entitled to a working environment that promotes

dignity and respect to all. No form of intimidation, bullying or

harassment will be tolerated.

● Training, development and progression opportunities are available to

all staff.

● Equality in the workplace is good management practice and makes

sound business sense.

●We will review all our employment practices and procedures to

ensure fairness.

● Breaches of our equality policy will be regarded as misconduct and

could lead to disciplinary proceedings.

● This policy is fully supported by South Wootton Parish Council.

● The policy will be monitored and reviewed on a three year cycle unless legislative changes are required.

Adopted November 2015

Reviewed (Amended) May 2017 Signed ………………………………….

Date of next review May 2020