



# EQUAL OPPORTUNITIES POLICY

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# 1. Introduction

- 1.1 East Grinstead Town Council is committed to eliminating discrimination and encouraging diversity amongst its employees. The aim is that all employees will be truly representative of all sections of society and each employee feels respected and able to give of their best.
- 1.2 The Council refers to the Race Relations (Amendment) Act 2000, Town Policy Statement adopted 20.06.2002.

# 2. Purpose

- 2.1 To that end the purpose of this policy is to provide equality and fairness for all in the Council's 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.
- 2.2 East Grinstead Town Council opposes all forms of unlawful and unfair discrimination.

# 3. Scope

- 3.1 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 Council.

# 4. Our Commitment

- 4.1 East Grinstead Council will through its policies and training make the 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 the Council.
- 4.2 The policy will be monitored and reviewed periodically.

- 4.3 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.
- 4.4 The commitment to equal opportunities in the workplace is good management practice and makes sound business sense.
- 4.5 Breaches of our equal opportunities policy will be regarded as serious misconduct and could lead to disciplinary proceedings. Employees are entitled to complain about discrimination or harassment or victimisation through the Council's grievance procedure.

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Reviewed: