



Equal Opportunities Employment Policy

Commitment to Equal Opportunity

The Council is committed to the principle of equal opportunity in employment. The Council's policy is that no applicant and no employee shall receive less favourable treatment than another on the grounds of gender, age, disability, family circumstances, marital status, being lesbian or gay, race, colour, nationality or ethnic or national origin, trade union activity or religion and none shall be disadvantaged by conditions or requirements other than on a genuine occupational requirement basis.

In addition to its moral responsibility the Council recognises its obligation under the **Sex Discrimination Act 1975**, the **Race Relations Act 1976** (particularly Section 71), the **Equal Pay Act 1984** and the **Disability Discrimination Act 1995**.

As a major employer the Council is committed to take positive action to eliminate discrimination and to redress past imbalances in order to provide genuine equality of opportunity.

The Council recognises that services need to be delivered by a workforce that reflects the diversity of the community and it is necessary therefore for these groups to be represented at all levels and within all types of work.

The policy and its practice will be continually monitored to ensure its effectiveness.

Employment Practices

The Council will actively promote equal opportunity through the application of employment policies which will ensure that individuals receive treatment which is fair, equitable and consistent with their relevant aptitudes, potential skills and abilities.

The Council will ensure that individuals are recruited, selected, promoted and treated on objective criteria, having regard to relevant experience, potential, skills and abilities. In particular, no applicant or employee will be placed at a disadvantage by requirements or conditions which are not necessary to the performance of the job, or which constitute indirect unfair discrimination.

All service conditions will be reviewed to ensure they do not discriminate against any particular group, but provide for the varying needs of the entire workforce.

Any **prospective employee** who wishes to complain about the application or non-application of the policy may contact the Corporate Director for Children's Services and Lifelong Learning, or raise the matter with the Chief Executive of the Council.