

Equal Opportunities Policy Statement

Equal Opportunities is the ability to participate on an equal footing with others and freedom from discrimination.

Murton Parish Council is opposed to all discrimination and is committed to working in an anti-oppressive way and will actively seek out new ways of working towards securing more equality of opportunities for all the people of Murton.

- Murton Parish Council is an equal opportunities employer.
- All employees and job applicants will be treated equally.
- No employee or potential employee will be disadvantaged by any conditions of employment or requirements that cannot be justified as necessary on operational grounds.
- Decisions about appointments, training, developments and promotion will be made on the basis of merit or ability and we are committed to ensure the equality of opportunity in the development of our people.
- All employees have a personal responsibility for the application of this equal opportunities policy, which extends to the treatment of both fellow employees and residents/customers.
- Everyone involved in recruiting, selecting, promoting and training employees has a special responsibility for the practical application of this equal opportunity policy.
- Any employee who believes he or she may have been unfairly discriminated against is encouraged to use our grievance procedure.
- Any employee who conducts himself in a discriminatory manner (whether on the grounds of sex, race, colour, religion, nationality, ethnic origin, marital status, disability or gender re-assignment) towards another employee, customer or member of the public will be guilty of gross misconduct and will be subject to disciplinary action.

Signed

Date
