

WYMONDHAM TOWN COUNCIL



Equal Opportunities Policy

Date Approved: March 2026

Meeting: Full Council

To be Reviewed: March 2027

Introduction

The purpose of this policy is to provide equal opportunities to all employees, irrespective of their gender, race, ethnic origin, disability, age, nationality, national origin, sexual orientation, religion, marital status or social class. The Council oppose all forms of unlawful and unfair discrimination whether it be direct or indirect discrimination, victimization or harassment on the grounds of any of the protected characteristics defined in the Equality Act 2010. All employees whether full-time, part-time, fixed contract, agency workers or temporary staff, will be treated fairly and equally. Selection for employment, promotion, training, remuneration 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

- 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.
- The commitment to equal opportunities in the workplace is good management practice and makes sound business sense as it seeks to utilise the talents available from the local community, representing Society as a whole.
- 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.
- The policy is fully supported by all levels of management and has been agreed with employers (National Association of Local Councils) and employees (Society of Local Council Clerks) representative bodies and trade unions.
- This Policy will be monitored and reviewed annually.

The Law

The policy will be implemented within the framework of the relevant legislation, which includes:

- Rehabilitation of Offenders Act 1974
- Gender Reassignment Regulations 1999
- Race Relations (Amendment) Act 2000
- Equality Act 2010
- The Protection from Harassment Act 1997