



- The Council is an equal opportunities employer. Equal opportunity is about treating people fairly, openly and honestly.
- All employees and job applicants will be treated equally.
- No employee or potential employee will receive less favourable treatment on the grounds of sex, gender, sexual-orientation, race, colour, religion, nationality, ethnic origin, age or disability or on the basis of gender re-assignment.
- 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.
- All employees have a personal responsibility for the application of this equal opportunities policy, which extends to the treatment of both fellow employees and customers.
- Everyone involved in recruiting, selecting, promoting and training employees has a special responsibility for the practical application of this equal opportunities policy.
- Any employee who believes he or she may have been unfairly discriminated against is encouraged to make a formal complaint in writing.
- Any employee who conducts himself in a discriminatory manner (whether on the grounds of sex, race, colour, religion, nationality, ethnic origin, marital status, age, 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.
- Any individual seeking the services of the Council should be treated fairly and without bias.
- Any complaints will be dealt with appropriately, with relevant action taken to remedy or improve any situation which is found to be discriminatory.

The Policy will be reviewed from time to time and may be updated.