



# Rivenhall Parish Council

SERVING THE COMMUNITIES OF RIVENHALL AND RIVENHALL END IN THE BRAINTREE DISTRICT  
IN THE COUNTY OF ESSEX

CLERK TO THE PARISH COUNCIL

Mr Keith P. Taylor

23 Mersey Road

WITHAM

Essex CM8 1LL

Tel: (01376) 516975

Email: [clerk@rivenhallparishcouncil.co.uk](mailto:clerk@rivenhallparishcouncil.co.uk)

## EQUAL OPPORTUNITIES POLICY DOCUMENT.

### Legal Position:

It is unlawful to discriminate against any individual on the following grounds:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation.

Under the Equality Act 2010 these are known as 'protected characteristics'.

### Purpose:

The purpose of this policy is to provide equal opportunities to all employees, irrespective of their characteristics (unless there are genuine occupational qualifications or objectively justified reasons for a different approach to be taken). The Parish 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.

### Scope:

All employees whether full-time, part-time, fixed term 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 Council.

### Our Commitment:

Every employee is entitled to a working environment that produces 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 victimization through the Council's Grievance Procedure.

Document prepared under advice given by the Society of Local Council Clerks.

Policy Document adopted by the Parish Council at the meeting held on 7<sup>th</sup> February 2012.

Keith P. Taylor  
Clerk to the Parish Council.