



CHIPPENHAM
TOWN COUNCIL
Improving the quality of town life

Equal Opportunities Policy and Statement

Author: Chief Executive

Responsibility: Human Resources committee

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Policy Statement

The Town Council is committed to a policy of Equal Opportunities in Employment. The aim of this is to take into account only the suitability of the individual concerned for any post and ensure that no job applicant or existing employee receives less favourable treatment on the grounds of gender, marital status, disability, age, religion, sexual orientation, race, nationality or ethnic origin.

No employee or job applicant will be disadvantaged by conditions or requirements of employment which cannot be shown to be justified or refused employment on the grounds of either membership of a Trade Union or non-membership of a Trade Union.

Any conduct that does not promote respect and dignity of any individual is unacceptable and those with a line management responsibility are required to be available to the employee for help in any such instances and to seek to resolve the issues raised.

Scope of Policy

The policy applies to all employees of Chippenham Town Council (herein referred to as “the Council”).

Review Statement

This policy has been prepared considering prevailing legislation and recognised good practice. New legislation requirements or changes in current legislation may necessitate the review of this policy document. The council will continue to review and amend all or part of this policy on a regular basis. It is the employee’s responsibility to ensure that the copy of the policy being referred to is the most up-to-date version.

The Policy

Chippenham Town Council’s intention is to be an effective Equal Opportunities organisation. This means it will do everything in its power to ensure that everyone has equal access, and is treated with respect, in relation to employment opportunities, to its services and to all its activities.

Principles - As an Employer

- All employees are required to treat one another with mutual respect. Actions, behaviour and attitudes should consistently demonstrate respect for the dignity and worth of an individual, irrespective of the position they have within the organisation.
- The Council is making every effort to create a workplace where individuals are valued, listened to and treated with respect.
- The Council maintains a work environment that seeks out and values the insight, experience, contribution and full participation of all staff.

- Harassment and discrimination in any form is unacceptable behaviour and offenders will be subject to disciplinary action.

Principles - As a Service Provider

- The Council will strive to ensure that all services provided by, or on behalf of, the Council are made accessible to all individuals and groups equally and without discrimination.
- All service users will be treated with respect. Actions, behaviour and attitudes should consistently demonstrate respect for the dignity and worth of an individual.
- The Council will, wherever appropriate, work in partnership with other agencies in the area, including the Unitary Council, voluntary groups and community organisations to promote equal opportunities.
- The Council will ensure that all contractors directly supplying goods and services or executing works for, or on behalf of, the Council comply with this Council's stated policy on equal opportunities.

The Policy in Action

As an Employer

The Council aims to achieve the policy by:

- ensuring its employees are made aware of their rights and responsibilities to each other, the customer and the organisation regarding equal opportunities issues
- providing a way in which individuals can communicate any concerns
- treating any unacceptable behaviour seriously
- ensuring all managers realise they have a key role in implementing this policy and are expected to take personal responsibility in ensuring its success
- providing awareness training for all employees and Councillors, ensuring opportunities to develop relevant competencies are available to implement the policy.

As a Service Provider

The Council aims to achieve its policy by:

- providing training for all staff in equal opportunities awareness and customer care, emphasising equality of treatment in service delivery
- ensuring that no member of the public is disadvantaged, or treated less favourably than others, in terms of access to Council services. Where the Council's practice, policy or procedures are found to make access impossible or unreasonably difficult, we will take such steps as are reasonable in the circumstances to change these practices, policies or procedures
- ensuring that, wherever practical, all public buildings and premises owned or managed by the Council are accessible to all. Where this is impractical in the

short-term, we will provide reasonable alternative methods of access so that no member of the public is disadvantaged by physical barriers

- recognising the importance of communication in attaining equity and quality services which are responsive to the needs of all local people, for example through the provision of information in large print and on audio tape on request
- complying with all relevant legislation relating to discrimination and equity.

Role of Councillors and Employees

All Councillors and employees are responsible for implementing the Council's Equal Opportunities Policy. It is important that all individuals who are employed by the Council appreciate that they have a responsibility and a role to play in the provision of equal opportunities.

Complaints from staff about discrimination or unfair treatment will be dealt with as laid down in the Council's Grievance Procedure

Complaints from members of the public about discrimination or unfair treatment will be dealt with through the Council's Complaints Procedure.

Further Information

Employees wishing for further information or clarification on any part of this policy, should contact their Line Manager.