

LODDINGTON PARISH COUNCIL EQUALITY AND DIVERSITY POLICY

Our commitment

Loddington Parish Council (LPC) is committed to encouraging equality and diversity in the workplace and eliminating unlawful discrimination. This policy is intended to assist the council to put this commitment into practice.

The law

It is unlawful to discriminate directly or indirectly in recruitment or employment because of age, disability, sex, gender reassignment, pregnancy, maternity, race (which includes colour, nationality, caste and ethnic or national origins), sexual orientation, religion or belief, or because someone is married or in a civil partnership. These are known as "protected characteristics".

Equal opportunities in employment

The council will avoid unlawful discrimination in all aspects of employment including recruitment, promotion, opportunities for training, pay and benefits, discipline and selection for redundancy.

Recruitment and Promotion

- (a) Advertisements for posts will give sufficiently clear and accurate information to enable potential applicants to assess their own suitability for the post. Information about vacant posts will be provided in such a manner that does not restrict its audience in terms of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.
- (b) Recruitment literature will not imply a preference for one group of applicants unless there is a genuine occupational qualification which limits the post to this particular group, in which case this must be clearly stated.
- (c) All descriptions and specifications for posts will include only requirements that are necessary and justifiable for the effective performance of the job.
- (d) All selection will be thorough, conducted against defined criteria and will deal only with the applicant's suitability for the job. Where it is necessary to ask questions relating to personal circumstances, these will be related purely to job requirements and asked to all candidates.

Employment

- (a) LPC will not discriminate on the basis of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation in the allocation of duties between persons employed at any level with comparable job descriptions.
- (b) LPC will put in place any reasonable measures and/or adjustments within the workplace for those persons who become disabled during employment or for disabled appointees.
- (c) All persons will be considered solely on their merits for career development and promotion with equal opportunities for all.

Training

- (a) Persons will be provided with appropriate training regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.
- (b) All persons will be encouraged to discuss their career prospects and training needs.

Grievances and Victimisation

- (a) LPC emphasises that discrimination is unacceptable conduct which may lead to disciplinary action under the organization's Disciplinary Procedure.
- (b) Any complaints of discrimination will be pursued through the organisation's Grievance Procedure.