



PRESCOT TOWN COUNCIL

EQUALITY POLICY

1. Prescott Town Council recognises that discrimination and victimisation is unacceptable and that it is in the interests of the Council and its employees to utilise the skills of the total workforce. It is the aim of the Council to ensure that no employee or job applicant receives less favourable facilities or treatment (either directly or indirectly) in recruitment or employment on grounds of age, disability, gender / gender reassignment, marriage / civil partnership, pregnancy / maternity, race, religion or belief, sex, or sexual orientation (the protected characteristics).
2. Our aim is that our workforce will be truly representative of all sections of society and each employee feels respected and able to give of their best.
3. We oppose all forms of unlawful and unfair discrimination or victimisation. To that end the purpose of this policy is to provide equality and fairness for all in our employment.
4. All employees, whether part-time, full-time or temporary, will be treated fairly and with respect. Selection for employment, promotion, training 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.
5. Our staff will not discriminate directly or indirectly, or harass customers or clients because of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, and sexual orientation in the provision of the Council's goods and services.
6. This policy and the associated arrangements shall operate in accordance with statutory requirements. In addition, full account will be taken of any guidance or Codes of Practice issued by the Equality and Human Rights Commission, any Government Departments, and any other statutory bodies.

OUR COMMITMENT

- To create an environment in which individual differences and the contributions of all our staff are recognised and valued.
- 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.
- Training, development and progression opportunities are available to all staff.

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To promote equality in the workplace which we believe is good management practice and makes sound business sense.

We will review all our employment practices and procedures to ensure fairness.

Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings.

The policy will be monitored and reviewed annually

RESPONSIBILITIES OF OFFICERS

Responsibility for ensuring the effective implementation and operation of the arrangements will rest with the Town Clerk. Managers will ensure that they and their staff operate within this policy and arrangements, and that all reasonable and practical steps are taken to avoid discrimination. Each manager will ensure that:

- all their staff are aware of the policy and the arrangements, and the reasons for the policy;
- grievances concerning discrimination are dealt with properly, fairly and as quickly as possible;
- proper records are maintained;
- periodic departmental audits are carried out.

RESPONSIBILITIES OF STAFF

Responsibility for ensuring that there is no unlawful discrimination rests with all staff and the attitudes of staff are crucial to the successful operation of fair employment practices. In particular, all members of staff should:

- comply with the policy and arrangements;
- not discriminate in their day to day activities or induce others to do so;
- not victimise, harass or intimidate other staff or groups who have, or are perceived to have one of the protected characteristics.
- ensure no individual is discriminated against or harassed because of their association with another individual who has a protected characteristic.
- inform their manager if they become aware of any discriminatory practice.

THIRD PARTIES

Third-party harassment occurs where a Council employee is harassed, and the harassment is related to a protected characteristic, by third parties such as clients or customers. The Council will not tolerate such actions against its staff, and the employee concerned should inform their manager / supervisor

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at once that this has occurred. The Council will fully investigate and take all reasonable steps to ensure such harassment does not happen again.

RELATED POLICIES AND ARRANGEMENTS

All employment policies and arrangements have a bearing on equality of opportunity. The Council's policies will be reviewed regularly and any discriminatory elements removed.

RIGHTS OF DISABLED PEOPLE

The Council attaches particular importance to the needs of disabled people.

Under the terms of this policy, managers are required to:

- make reasonable adjustment to maintain the services of an employee who becomes disabled, for example, training, provision of special equipment, reduced working hours. (NB: managers are expected to seek advice on the availability of advice and guidance from external agencies to maintain disabled people in employment);
- include disabled people in training/development programmes;
- give full and proper consideration to disabled people who apply for jobs, having regard to making reasonable adjustments for their particular aptitudes and abilities to allow them to be able to do the job.

EQUALITY TRAINING

A series of regular briefing sessions will be held for staff on equality issues. These will be repeated as necessary. Equality information is also included in induction programmes.

Training will be provided for managers on this policy and the associated arrangements. All managers who have an involvement in the recruitment and selection process will receive specialist training.

MONITORING

- The Council deems it appropriate to state its intention not to discriminate and assumes that this will be translated into practice consistently across the organisation as a whole. Accordingly, a monitoring system will be introduced to measure the effectiveness of the policy and arrangements.
- The system will involve the routine collection and analysis of information on employees by gender, marital status, ethnic origin, sexual orientation, religion / beliefs, grade and length of service in

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current grade. Information regarding the number of staff who declare themselves as disabled will also be maintained.

- There will also be regular assessments to measure the extent to which recruitment to first appointment, internal promotion and access to training/development opportunities affect equal opportunities for all groups.
- We will maintain information on staff who have been involved in certain key policies: Disciplinary, Grievance and Bullying & Harassment.
- Where appropriate equality impact assessments will be carried out on the results of monitoring to ascertain the effect of the Council's policies and our services may have on those who experience them.
- The information collected for monitoring purposes will be treated as confidential and it will not be used for any other purpose.
- If monitoring shows that the Council, or areas within it, are not

representative, or that sections of our workforce are not progressing properly within the Council, then an action plan will be developed to address these issues. This will include a review of recruitment and selection procedures, Company policies and practices.

GRIEVANCES/DISCIPLINE

Employees have a right to pursue a complaint concerning discrimination or victimisation via the Council Grievance or Harassment Procedures.

Discrimination and victimisation will be treated as disciplinary offences and they will be dealt with under the Council Disciplinary Procedure.

REVIEW

The effectiveness of this policy and associated arrangements will be reviewed annually under the direct supervision of the Town Clerk. Prescott Town Council acknowledges the general duty placed upon it by the Race Relations (Amendment) Act 2000. The Council will continue in its functions and policies to have due regard to the need to eliminate discrimination and promote the equality of different racial groups.

EQUAL OPPORTUNITY STATEMENT

Prescot Town Council is committed to becoming an Equal Opportunity employer. Our Policy aims to ensure that no job applicant or employee:

- ◆ receives less favourable treatment on the grounds of disability, race, sex or membership of any minority groups:
- ◆ is disadvantaged by conditions or requirements which cannot be shown to be justifiable.

Selection criteria and procedures will be frequently reviewed to ensure that Individuals are selected, promoted and treated on the basis of their relevant merits and abilities.

All employees will be given equal opportunity and encouraged to progress within the organisation.

POSITIVE ABOUT DISABLED PEOPLE

If your disability effects the kind of work you do you should consider registering as a disabled person (ask your local job centre). Prescott Town Council have made the following commitments:

- ◆ To interview all applicants with a disability who meet the minimum criteria for a job vacancy and consider them on their abilities.
- ◆ To ask disabled employees at least once a year what can be done to make sure they can develop and use their abilities to work.
- ◆ To make every effort when employees become disabled to make sure they stay in employment.