



FRATING PARISH COUNCIL

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Frating Parish Council Equality and Diversity Policy

Frating Parish Council under the Equality Act has a duty in the exercise of its functions to ensure that it fulfils its legal responsibilities under all legislation concerning equal opportunities.

Equal Opportunities

The Council is committed to a policy of equality of opportunity for all our residents, customers, staff and potential staff.

The Council will actively develop positive practices which promote equality of opportunity and enable residents and customers to fully participate and staff to realise their full potential.

No resident, customer, job applicant or employee will receive less favourable treatment on the grounds 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".

Working Practices

The Council will ensure that all decisions on participation, recruitment, selection, training, promotion and career development are based on abilities, merits, and objective job related criteria.

All staff and councillors are required to behave in a non-discriminatory manner and to create a culture in which people can feel confident of being treated with fairness, dignity and tolerance.

It is the responsibility of all council members and employees to adopt and implement this policy as part of their professional activities and conduct.

Grievances

If you consider that you may have been unlawfully discriminated against, you should use the council's grievance procedure to make a complaint. If your complaint involves bullying or harassment, the grievance procedure is modified as set out in the Council Dignity at Work policy.

The council will take any complaint seriously and will seek to resolve any grievance that it upholds. You will not be penalised for raising a grievance, even if your grievance is not upheld, unless your complaint is both untrue and made in bad faith.