

**MISTLEY PARISH COUNCIL**  
**EQUAL OPPORTUNITIES POLICY STATEMENT**

Mistley Parish Council is committed to the principle and practice of equal opportunities in all aspects of employment.

**PURPOSE**

This policy statement has been developed to protect all employees against less favourable treatment regardless of gender, marital status, race, ethnic origin, nationality, disability, religion / belief, both during the recruitment process and within terms and conditions of employment.

**AIMS**

The Parish Council aims to be an employer which provides a fair and inclusive working environment that:

- Ensures equality or opportunity to enable all employees to contribute to the Parish Council and achieve personal development.
- Is free from discrimination, harassment / bullying and victimisation of any kind.
- Reflects all sections of society.

**PRINCIPLES**

The Parish Council confirms its opposition to any form of less favourable treatment of employees and applicants for employment on grounds of gender (including gender reassignment), marital status, race ethnic origin, colour, nationality, disability, religion, age or sexual orientation.

**RESPONSIBILITIES**

The co-operation and contribution of all employees and the employer is essential for the success of this policy. The policy is therefore brought to the attention of every employee. In addition, members of the Parish Council will conduct their business with standards that are consistent with this statement.

**MONITORING**

An employee who believes that they have been treated unfairly may raise the matter through their line manager or through the appropriate grievance procedure. The Council will protect an employee making such a complaint from victimisation and will fully investigate any such grievance.

***Review Body: Full Parish Council.***

***Review Period: Annually. Adopted 20/05/2019. Last Reviewed 22.05.23. Next Review Date 20.05.24.***