



# Ross-on-Wye Town Council

## Equal Opportunities Policy

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### Statement of Policy

Ross-on-Wye Town Council is committed to treating all people with fairness and respect and to provide equal opportunities to all employees, irrespective of their gender, race, ethnic origin, disability, age, nationality, national origin, sexual orientation, religion, marital status, social status or political beliefs.

All employees whether full-time, part-time, fixed contract, agency workers to temporary will be treated fairly and equally. Selection for employment, promotion, training and remuneration 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 Town Council.

### Policy Strategies

- Every employee is entitled to a working environment that promotes dignity and respect for all. No form of intimidation, bullying or harassment will be tolerated.
- Breaches of this policy will be regarded as misconduct and could lead to disciplinary proceedings for employees and reporting to the Standards Board for councillors.
- The policy will be monitored and reviewed annually by the appropriate committee of the Town Council.
- This policy will be implemented within the framework of the relevant legislation.
- The Town Council's Chairman will listen to, take prompt action on and fully investigate any and all complaints of unequal treatment, discrimination, harassment or victimisation, taking appropriate action where necessary.
- When the complaint is against the Chairman of the Town Council, the Deputy Chairman will seek to resolve matters as per the previous paragraph.

*March 2009. June 2011*