

Grimston Parish Council

Equality Policy

Grimston Parish Council is committed to eliminating discrimination and encouraging diversity in all aspects of its decisions. The aim is that each representative of all sections of society and each employee feels respected and able to give of their best.

To that end, the purpose of this policy is to provide equality and fairness for all including those associated with Grimston Parish Council and not to discriminate on grounds of gender, gender reassignment, marital status (including civil partnerships), race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion or age. The Council opposes all forms of unlawful and unfair discrimination.

All Councillors, volunteers, and 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 aptitude and ability. All members of the Council will be helped and encouraged, as far as is practical, to develop their full potential and their talents will be fully utilised to maximise the efficiency of the organisation.

Grimston Parish Council's commitment:

- To create an environment in which individual differences and the contributions of all 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.
- Any appropriate training, development and progression opportunities are available to both Councillors and Staff.
- The Council will review all its employment practices and procedures to ensure fairness.
- Breaches of the equality policy will be regarded as misconduct and could lead to disciplinary proceedings.
- The policy will be monitored and reviewed annually.