



EQUAL OPPORTUNITY POLICY

This policy covers how Amble Town Council's services are provided and the way staff is recruited and selected. (A separate policy covers staff in employment.)

As well as accepting the legal responsibilities, the Council is committed to the broad principles of social justice and are opposed to any form of discrimination and oppression.

This policy applies to all those who come into contact with us, i.e. those who presently use directly provided services and potential users of those services; other agencies and professionals, job applicants and the general public.

This council aims to ensure no-one is treated less favourably on the grounds of gender, race, religious beliefs, ethnic or national origin, sexuality, age, disability or their personal beliefs or circumstances.

EQUAL OPPORTUNITY IN EMPLOYMENT

Recruitment and selection, as well as subsequent training and promotion, of individuals is based solely on criteria of merit and ability.

When applying for employment, all applicants are considered having regard only to their individual aptitudes and abilities in relation to the position as stated in the person specification and job description. Subsequently, all employees are given equal opportunities for training, career development and promotion within the scope of their remit or otherwise as mutually agreed. Any breaches of this policy will not be tolerated.

EQUAL OPPORTUNITY IN SERVICE PROVISION

Anyone seeking to use our services will be treated fairly and without bias; given equal consideration having regard only to relevant criteria.

Services which are made widely available are supplied on the basis of eligibility and are delivered in a fair and non-discriminatory manner.

In the spirit of partnership, this council believes that those who use its services should also be mindful of these principles in their dealings with others.

Advice is available for anyone who feels they have been the victim of discrimination. The council has a complaints procedure available should anyone require this.

Agreed: