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## EQUAL OPPORTUNITIES POLICY

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WARE TOWN  
COUNCIL



### What's in the Policy:

Ware Town Council is committed to a policy of equality of opportunity and accepts its responsibility to ensure it does not discriminate in the course of employment and service provision.

Adopted  
24<sup>th</sup> April 2023

Review  
January 2026

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# EQUAL OPPORTUNITIES POLICY

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## WARE TOWN COUNCIL

### **EQUAL OPPORTUNITIES POLICY**

Ware Town Council is committed to a policy of equality of opportunity and accepts its responsibility to ensure it does not discriminate in the course of employment and service provision.

The Council seeks to ensure that no person receives less favourable treatment on the grounds of:

- Gender
- Sex
- race or ethnic origin
- marital status
- disability
- age
- sexual orientation
- family responsibilities
- religion
- trade union involvement
- political beliefs

or is disadvantaged by conditions or requirements which cannot be shown to be justifiable.

All employees will be recruited, trained and promoted solely based on merit and justifiable job requirements.

The policy embraces the areas of advertising, recruitment and selection, terms on which employment is offered, job allocation, promotion, training, discipline and grievance issues and all other aspects of day to day employment.

Disregard of the policy or acts of discrimination, abuse or harassment at work will not be permitted or condoned and will be dealt with under the Council's disciplinary/grievance procedures. Deliberate acts of unlawful discrimination will be regarded as gross misconduct.

Review Summary:

Date	Update
10 <sup>th</sup> November 2009	Adopted
28 <sup>TH</sup> October 2019	Reviewed and re adopted
24 <sup>th</sup> April 2023	Reviewed and re adopted