



EQUAL OPPORTUNITIES AND RACIAL HARASSMENT POLICY

Earls Barton Parish Council has adopted the following policies on Equal Opportunities in Employment and Racial Harassment.

This Council is an equal opportunity employer. The aim of its policy is to ensure that no job applicant, employee or elector receives less favourable treatment on the ground of race, colour, nationality, ethnic or national origins, sex and marital status or is disadvantaged by conditions or requirements which cannot be shown to be justifiable. Selection criteria and procedures will be frequently reviewed to ensure that individuals are selected, promoted and treated on the basis of their relevant merits and abilities. All employees will be given equal opportunity and, where appropriate, special training to progress within the Council. The Council is committed to a programme of action to make this policy fully effective.

The Council believes in racial equality and abhors all forms of racial intimidation and harassment. The Council is resolved to assert its authority and make use of its resources to ensure that its employees and the people it serves are not discriminated against on the basis of their:

- Age
- Disability/Impairment
- Employment Status
- Ethnic or National Origins
- Race or Colour
- HIV Status
- Marital Status
- Religious or Political Beliefs
- Responsibilities for children or dependants
- Gender
- Sexuality
- Trade Union Activities
- Unrelated Criminal Convictions

Signed.......... Date.....13.5.19.....
Chairman – Earls Barton Parish Council