



HUMAN RESOURCES POLICY

EQUALITY IN EMPLOYMENT POLICY

SCOPE

This policy is applicable to all employees of Cheshire East except for school based employees. There are specific policies for schools employees which can be accessed via the Schools Intranet Site.

The policy is also applicable to job applicants, casual workers and volunteers.

AIMS

To set out the Council's commitment and approach to equality in respect of its role as an employer

To support the Council's wider Equality Agenda in ensuring equality of opportunity in employment for all.

POLICY STATEMENT

Cheshire East Council believes firmly in equality of opportunity in all aspects of employment including recruitment, pay, terms and conditions of service, development and training. The Council is committed to developing employment policies, procedures and practices that do not discriminate unfairly or unlawfully against anyone and that promote equality of opportunity for all.

No employee or job applicant will receive less favourable treatment on the grounds of their gender or transgender, marital status or civil partnership, racial group, religion or belief, sexual orientation, age, disability, pregnancy or maternity.

PRINCIPLES

- The training needs of managers and employees will be reviewed to ensure that they promote equality of opportunity and anti-discriminatory practice in their work.
- Selection criteria and procedures will be regularly reviewed to ensure that individuals are selected, promoted and treated on the basis of their relevant merits and abilities
- All employees who are involved with recruitment and selection have a responsibility to ensure that they have received the appropriate training to enable them to act in a fair and lawful manner and to ensure that no unlawful act of unfair discrimination occurs.
- This policy will be made available to all employees, new employees and job applicants.
- The Council will develop links with community groups and organisations as a means of widening employment opportunities.
- Any employee who is subjected to unlawful or unacceptable discrimination in the course of his/her employment will be fully supported and may raise their complaints with their line manager or make use of the Grievance , Dignity at Work and Recruitment Complaint procedures in order to raise their complaints.
- The Council will promote facilities and flexible working solutions to enable employees to combine their work and outside responsibilities and interests.

MONITORING

Data relating to the Council's employment policies, practices and procedures will be collated and monitored regularly to ensure that the Policy is operating fairly, consistently and effectively. Issues that are identified from the data will be dealt with appropriately.

REVIEW

The policy will be reviewed in the light of operating experience and/or changes in legislation.

Useful Links:

Prepared by: HR Policy and Strategy Team

Date : 13.8.10

Revisions and reasons: 14.8.14- Values changed

Review Date: