

## **Mendlesham Parish Council Equal Opportunities Policy**

- We are committed to a policy of equality of opportunity for all our residents, customers, staff and potential staff and will fulfil our legal responsibilities under all legislation concerning equal opportunities.
- We will actively develop positive practices which promote equality of opportunity and enable residents and customers to fully participate and staff to realise their full potential. No resident, customer, job applicant or employee will receive less favourable treatment on the grounds of gender, race, colour, creed, nationality, ethnic or national origin, physical or mental disability, sexual orientation, marital status, or will be disadvantaged by any condition which cannot be justified. We will ensure that all decisions on participation, recruitment, selection, training, promotion and career development are based on abilities, merits, and objective job related criteria.
- All staff are required to behave in a non discriminatory manner and to create a culture in which people can feel confident of being treated with fairness, dignity and tolerance. It is the responsibility of all Parish Council Members and employees to adopt and implement this policy as part of their professional activities and conduct.