

EQUAL OPPORTUNITIES

NORTHAMPTONSHIRE COUNTY COUNCIL'S POLICY FOR EQUAL OPPORTUNITIES

Statement

The County Council is firmly committed to the principles of equality and social justice in both employment and the delivery of services. Equality and social justice mean allocating resources according to need, making services accessible to all and treating people fairly regardless of their colour, race ethnic or national origin, language, religion, gender, marital status, sexuality, disability, age, social background or any other unjustifiable reason. The County Council is opposed to all forms of unlawful discrimination and harassment of any kind. It seeks to provide services and employment in an environment free from discrimination and which values diversity.

Principles

The County Council is committed to achieving and maintaining a workforce which broadly reflects the local community it serves.

As the major public service employer in the county the County Council will maintain and build upon existing personnel practices to achieve equality of opportunity for all, whether it is for an existing employee or for a job applicant. Fair and non-discriminatory practices will be used. Any employment conditions or requirements which cannot be justified will not be used.

Your responsibility

Each of us, (whether employees or member of the public) have a right to be treated with dignity and respect. This means that we are expected to participate actively in measures introduced by the County Council to ensure that there is equality, social justice and non-discrimination.

The County Council requires all of us in the course of our work, to behave in a non-discriminatory way towards members of the public and other employees. Failure to do so will be taken seriously and could lead to disciplinary action.

All of us will be encouraged to be a part of developing equality and social justice through the policies and practices in which we are involved.

All managers have a particular responsibility for implementing the social justice and equality policy. Chief Officers, individually and working jointly, will ensure that it is implemented and monitored throughout the services within their control. The Chief Executive is overall responsible for its implementation.

Source

The above are extracts from Leaflet No 12, 1 January 1996 published by the Personnel Division, Corporate Headquarters, County Hall.