

STRATFORD DISTRICT COUNCIL

SECTION: ADMINISTRATION	
POLICY: <u>EQUAL EMPLOYMENT OPPORTUNITY</u>	
RESPONSIBILITY: Chief Executive	REVIEW DATE: April 2008
VERSION: 1	APPROVED DATE: April 2005
FILE NUMBER: 16069	
DELEGATIONS REGISTER NO: [Click here]	

POLICY STATEMENT

The Stratford District Council is committed to the principle of equal opportunity in the recruitment, employment, training and promotion of its employees. The organisation will provide a welcoming positive environment and will implement a purposeful programme of action to ensure its activities and services are carried out with an awareness of, and an intent to eliminate discrimination in the areas of race, colour, ethnic or national origin, gender, religion, marital status, family responsibilities, sexual orientation, people with disabilities or age.

OBJECTIVES

The Stratford District Council will ensure that equal employment opportunities are promoted and provided within the organisation by:

1. Developing, implementing and reviewing an appropriate Equal Employment Opportunity Programme.
2. Fostering a positive climate in the workplace, which appreciates a diversity of background and individual contribution, and encourages employees to develop their potential.
3. Selecting the best person for the job on the basis of the job requirements and the ability of that person to perform the job.
4. Ensuring that all Personnel policies, procedures and activities reflect the fundamental principles of the Equal Employment Opportunity Policy, in the recruitment, employment, training and promotion of its employees.
5. Identifying and providing appropriate training programmes to enable employees to best meet the requirements of their current jobs and to develop additional skills with a view to future promotion opportunities.
6. Promoting employees on the basis of performance (past, present and potential), and the willingness of the employee to accept greater responsibility.
7. Maintain a workplace free of discrimination and harassment on the basis of race, colour, ethnic or national origin, gender, religion, marital status, family responsibilities, sexual orientation, people with disabilities or age.