

EQUALITY FOR ALL - WHAT WE AIM TO DO

Warwick District Council is committed to Equal Opportunities and Diversity and to ensure that no person receives less favourable treatment on the grounds of gender, race, colour, nationality or national origin, ethnic origin, marital status, disability, sexual orientation, gender reassignment, age, economic status, previous convictions, (except where the job is exempt from the provisions of the Rehabilitation of Offenders Act 1974), trade union activities, political or religious beliefs or responsibility for dependants, or is disadvantaged by any condition or requirements which cannot be shown to be justifiable. The Council selects all candidates for interview based on their qualifications, skills and experience.

The Council's Equal Opportunities Statement reads: -

- We believe that it is in the Council's best interests, and of those who work in it, to ensure that the human resources, talents and skills available throughout the community are considered when employment opportunities arise. To this end, we are committed, wherever practicable, to achieving and maintaining a workforce which broadly reflects the local community in which we operate and serve.
- All possible steps will be taken to ensure that individuals are treated equitably and fairly and that decisions on recruitment, selection, training, promotion, and employment issues are based solely on objective and job related criteria.
- We will regularly review the way we deliver services to ensure we continuously improve opportunities for everyone to access them and will put in place steps to ensure that contractors and others working on the Council's behalf work to standards that are equivalent to our own.
- In response to the Macpherson Report, the Council has committed itself to addressing the specific issues surrounding racism in the workplace, covering both employees and those people who use the Council's services.

The following definitions apply to all Warwick District Council policies and procedures which have arisen since the publication of the MacPherson Report.

Racist Incident - A racist incident is any incident which is perceived to be racist by the victim or any other person.

Institutional Racism - Institutional racism is defined as those established laws, customs and practices which systematically reflect and reproduce racial inequalities in society. If racist consequences accrue to institutional laws, customs and practices, the institution is racist, whether or not the individuals maintaining those practices have racial intentions.

Listed below is a list of the policies and procedures that the Council has adopted to support and protect employees. Full details of each policy are available upon commencement of employment with the Council.

- Job Sharing
- Flexible Working Hours
- Home Working Scheme
- Harassment at Work
- Disciplinary
- Grievance
- Capability
- Time off for Dependants
- Voluntary Reduced Time
- Parental Leave
- Gender Re-assignment