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PENMAENMAWR TOWN COUNCIL

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PENMAENMAWR TOWN COUNCIL
- EQUAL OPPORTUNITIES POLICY STATEMENT - FEBRUARY 2011

EQUAL OPPORTUNITIES POLICY STATEMENT

Penmaenmawr Town Council is committed to the principle and practice of equal opportunities in all aspects of employment.

PURPOSE

This Policy Statement has been developed to protect all employees against less favourable treatment regardless of gender, marital status, race, ethnic origin, nationality, disability, religion/belief, age or sexual orientation both during the recruitment process and within the terms and conditions of employment.

AIMS

The Council aims to be an employer who provides a fair and inclusive working environment that:

- Ensures equality or opportunity to enable all employees to contribute to the Council and achieve personal development.
- Is free from discrimination, harassment and victimisation of any kind.
- Reflects all sections of society.

PRINCIPLES

The Council confirms its opposition to any form of less favourable treatment of employees and applicants for employment on grounds of gender (including gender reassignment), marital status, race, ethnic origin, colour, nationality, disability, religion, age or sexual orientation.

RESPONSIBILITIES

The co-operation and contribution of all employees and the employer is essential for the success of this Policy. The Policy is therefore brought to the attention of every employee. In addition Members of the Town Council will conduct their business with standards that are consistent with this statement.

MONITORING

An employee who believes that they have been treated unfairly may raise the matter through their manager or through the appropriate grievance procedure. The Council will protect an employee making such a complaint from victimisation and will fully investigate any such grievance.