



Fakenham Town Council

EQUAL OPPORTUNITIES POLICY

1 POLICY STATEMENT

- 1.1 Fakenham Town Council supports the principle of equal opportunities and opposes all forms of unlawful or unfair discrimination. It will ensure, as a minimum, that all relevant legal requirements are met.
- 1.2 The Council undertakes to advertise all vacancies, whether part time or full time, permanent or casual.
- 1.3 Every possible step will be taken to ensure that individuals are treated equally and fairly and that decisions on recruitment, selection, training, promotion and career management are based solely on objective and job related criteria. To support this, relevant training will be made available for councillors and staff responsible for such decisions.
- 1.4 Fakenham Town Council will continue to operate a flexible working system whenever it is necessary for employees to meet unavoidable obligations of caring for children and dependents, so long as alternative means of covering council duties can be organised. It will also make provision for employees to undertake certain recognised voluntary duties if these fall within working hours (e.g. as councillor, justice of the peace, fire fighter, etc.).
- 1.5 As a public body, the Council has a duty to ensure that services and facilities under its control are widely available to all who desire to use them. To this end, the Council will continue to address the issue of physical access and also provide information about its range of services, facilities and opportunities available.

2 POLICY REVIEW

The Council will review this policy biennially in order to update it as necessary. That review will include a report monitoring progress over the previous two years.