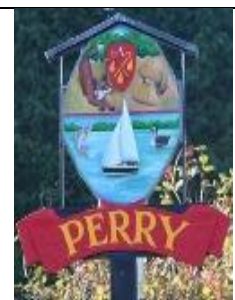


PERRY PARISH COUNCIL

EQUAL OPPORTUNITY POLICY



Perry Parish Council is an equal opportunity employer in compliance with the Commission for Racial Equality Code of Practice for Employment as approved by Parliament in 1983.

The aim of the policy is to ensure that no job applicant or employee receives less favourable treatment on the grounds of race, colour, nationality, ethnic or national origins, sex, marital status, age, religion, disability or is disadvantaged by conditions or requirements which cannot be shown to be justifiable. Selection criteria and procedure will be frequently reviewed to ensure that individuals are selected, promoted and treated on the basis of their relevant merits and abilities. All employees will be given equal opportunity and, where appropriate, special training to progress within the Council. The Council is committed to a programme of action to make this policy fully effective.

The satisfactory operation of our equal opportunity policy is the responsibility of every Council Member but principally the Chairman to whom all queries are to be directed.

The following headings are an integral part of our equal opportunity policy and the implementation is the responsibility of the Chairman and other Council Members who shall be fully aware of all current legislation.

RECRUITMENT and PROMOTION

Any vacancy will be advertised and all applicants shall be considered taking into account experience, and general suitability for the position of responsibility and trust.

Where applicable, all positions will be filled by promotion of employees.

GRIEVANCE, RACIAL DISCRIMINATION, HARASSMENT, DISMISSALS

Any employee who feels that they have a grievance, for whatever reason, but especially racial discrimination or harassment of any kind, should make known their grievance to the Chairman. The Chairman will endeavour to rectify the situation at the earliest opportunity.

Any employee who is subject of warnings regarding their conduct or is to be dismissed will be treated in accordance with the Employment Laws according to Statute.

Any employee wishing to belong to any recognised trade union is free to do so providing that they agree to comply with all conditions of employment of the Council and that the trade union does nothing that would conflict with the wishes of the Council.

RECRUITMENT ADVERTISING

Job advertisements will state that the Council is an equal opportunity employer and all applicants shall receive a copy of this policy on request.