



Part 9

Equal Opportunities and Diversity Policy Statement

Updated May 2007

EQUAL OPPORTUNITIES AND DIVERSITY POLICY STATEMENT

- Melton Borough Council positively supports the principle of equal opportunities in the provision of services and employment. It opposes all forms of unlawful or unfair discrimination.

- Equality of opportunity means that service users, job seekers, contractors, suppliers and employees will be treated equally and fairly regardless of their colour, race, nationality, ethnic or national origin, religion, gender, marital status, sexuality, disability, age, or any other unjustifiable criterion.

- The Council welcomes and values the diversity of its workforce, the people and the communities in the Borough, and of the people who use our services. The Council is seeking to ensure that through its policies, service delivery, employment, contracting and funding practices, we achieve the highest possible equality standards.

Melton Borough Council's Equal Opportunities and Diversity Policy has been developed in accordance with the following legislation

- Equal Pay Act 1970
- Race Relations Acts 1976 & 2000
- Sex Discrimination Acts 1975 & 1986
- Disability Discrimination Act 1995
- Human Rights Act 1998

OUR COMMITMENT TO DIVERSITY

- Melton Borough Council, in the delivery of its services and in its employment of staff, will be proactive in eliminating discrimination on grounds of colour, race, nationality, ethnic or national origin, religion, gender, marital status, sexuality, disability, age, or any other unjustifiable criterion.
- Melton Borough Council will take appropriate action to assist disabled persons to have access to our services and to job opportunities that arise within the Council.
- Melton Borough Council will treat women equally and ensure their rights are respected at all times.
- Melton Borough Council will not discriminate against people because of their age.
- Melton Borough Council will respect the right of people to have a private and family life.
- Melton Borough Council will respect the right of individuals to have religious beliefs of their own choosing.

Breach of Policy

The policy, and the procedures and practices complementing it must be strictly adhered to. Any breach of the policy will be taken very seriously and appropriate action taken. Where this applies to an employee of Melton Borough Council, the disciplinary procedure may be invoked.

Complaints Procedure

Any person wishing to make a complaint about any matter where they feel the actions of Melton Borough Council or any of its employees, contractors or suppliers falls short of the commitments made in this statement, should write describing the nature of their complaint to the Complaints Officer, Council Offices, Nottingham Road, Melton Mowbray, Leicestershire LE13 0UL