

AN EQUAL OPPORTUNITIES EMPLOYER

EQUAL OPPORTUNITIES IN EMPLOYMENT IN DERBYSHIRE COUNTY COUNCIL

This document explains the Council's policies on equal opportunity in employment.

The Policy

The Council operates an equal opportunity in employment policy to ensure that all people who are interested in, or who are working for the County Council, receive equal treatment in employment regardless of their sex, marital status, disability, sexual orientation, race, creed, colour, ethnic or national origin.

All employees and potential employees will be made aware of this policy as a matter of course.

Intent

The County Council has a non-discriminating policy. However, it is imperative that a systematic and objective appraisal of its practices is now made to ensure that consistency of policy and procedures is rigorously applied, with the definitive objective of equal opportunity. It is clear that in order to achieve equal opportunity, positive action must be taken.

Implementation and Progress

Policy will be implemented by a system of progress and monitoring. Each Chief Officer will be responsible for ensuring that all aspects of the policy and practice are being observed.

The collective trade unions whole-heartedly support this policy and representatives of recognised unions have contributed to and approved this policy statement.

Statute requires that an employer does not discriminate in the following areas:

- a) Sex
- b) Colour, race, ethnic or national origins

Nonetheless, without adequate education and training, discrimination is likely to occur notwithstanding the requirements of the law. It is the intent of the County Council to ensure that sufficient education and training is afforded to its members and employees to ensure that discrimination is avoided and the provisions of the law complied with.